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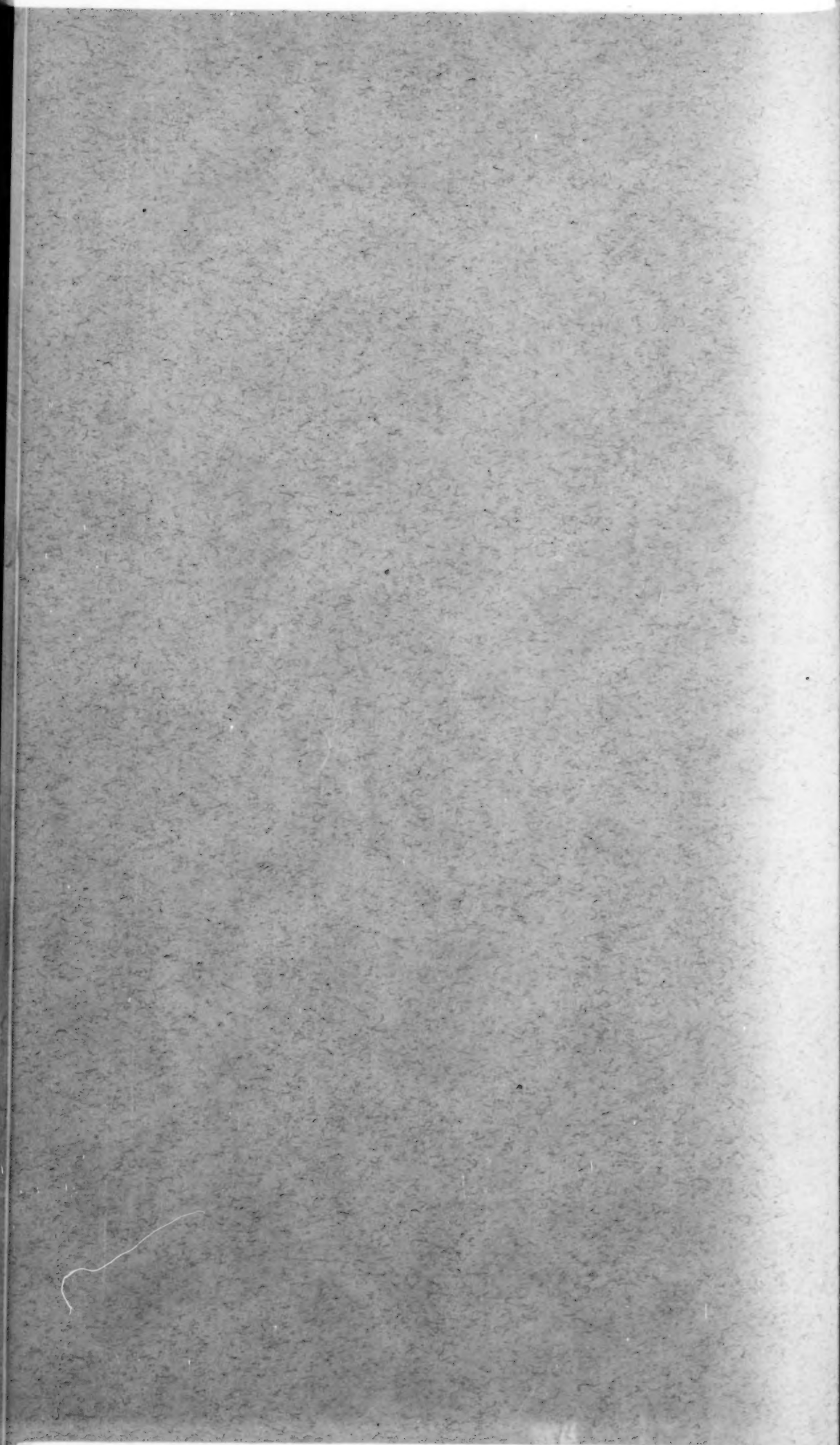


March, 1924

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Recent northward migration of the negro
Labor productivity in slaughtering
Wages and hours in the paper and pulp industry
Real wages in Germany, November, 1923
National conference on civilian rehabilitation
Labor legislation of 1923

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MONTHLY LABOR REVIEW

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WASHINGTON

MARCH, 1924

Recent Northward Migration of the Negro.¹

By JOSEPH A. HILL, UNITED STATES BUREAU OF THE CENSUS.

IN 1880, a little more than 40 years ago, the center of the negro population of the United States as determined by the census was located in the northwestern corner of the State of Georgia. It had traveled far since the early days of the Republic, when, as shown by the census of 1790, it was near the southern boundary of the State of Virginia. It was, in 1880, 163.1 miles farther south and 413.5 miles farther west, than it was in 1790, and the total distance it had covered in a direct line was 445 miles, representing an average advance of about 50 miles per decade. It was following the general movement of population in the Southern States. Its rate of advance was slowing down toward the close of the century but was still southwestward. In 1890 it had gone 20 miles farther in that direction, in 1900 nearly 10 miles, in 1910 about 6 miles. It was then in northeastern Alabama. That proved to be the turning point, or the end, at least for the time being, of the movement southwestward, for the next census, that of 1920, revealed a complete reversal of direction. The center of negro population was found to have moved not westward but eastward, not southward but northward, being, in fact, 9.4 miles farther east and 19.4 miles farther north than it was in 1910. It had gone back to the northwestern corner of Georgia, but was farther north than it had been in 1880, though not quite so far east.

This reversal in the movement of this sensitive index of changes in the distribution of population was by no means unexpected. It was well known before the census was taken that the negroes had been going north in large numbers, and the movement of the center of negro population simply registered that fact.

The immediate cause of the northward migration was the labor shortage in northern industries produced by conditions arising out of the World War. There were doubtless other contributory causes, but a discussion of them lies outside the scope of this paper, the purpose of which is simply to present some of the more significant census statistics regarding the volume and characteristics of this movement of the negro population.

Migration After the Civil War.

FOR a time after the Civil War there were two diverging currents of negro migration. One was northward from the more northern of the Southern States—Maryland, Virginia, Kentucky, Tennessee,

¹ Paper read before the eighteenth annual meeting of the American Sociological Society, Washington, D. C., December 27, 1923, and to be published in the proceedings of the society. Published here by permission of the author and of the American Sociological Society.

and North Carolina. The other was a migration southward and westward on the part of negroes in the lower Atlantic and Gulf States.

The northward migration from Virginia after the war was notably large, and was a direct reversal of the current of migration that prevailed under the régime of slavery, when negroes were being taken south in large numbers. Set free, the Virginia negro turned toward the North and has been facing in that direction ever since. This northward current of migration led mostly to the States of Pennsylvania, New Jersey, and New York. The number of negro natives of Virginia living in these States when the war closed must have been less than 10,000, for it was only 13,050 in 1870. But after the war it increased rapidly, as shown by each successive census, and in 1920 was 115,104. The southward migration practically ceased, as is shown by the fact that the number of Virginia negroes living in the States of Georgia, Alabama, Mississippi, Louisiana, and Texas decreased from 107,934 in 1870 to 10,844 in 1920. Thus the Virginia-born negro in the cotton States of the South has almost disappeared, although no doubt his descendants there are numerous.

From the States far south there was no considerable northward migration in this period. The North seemed too far away, and the negro showed no disposition to turn his back upon the cotton fields and seek new fortunes in strange lands. He lacked the knowledge, the means, and the initiative for such an unwise venture. Therefore the drift of the negro population, following the development of cotton cultivation, continued to be towards the southwest as it had been before the war. There was no reversal of migration in this case such as there had been in the case of the Virginia negro. The voluntary migration was in the same direction as the earlier compulsory migration had been.

The effect of negro migration upon the population of the Southern States may, perhaps, be best indicated by featuring the figures of migration to and from a single southern State, selecting for this purpose the State of Mississippi, which apparently has been affected to a greater degree than most other States by the recent northward migration of the negro race.

In 1870 the negro or colored population of Mississippi included 124,377 negroes who were born in other States. They were immigrants, and they constituted more than one-fourth of the total negro population of the State. It is practically certain as regards most of them that their migration had not been of their own free will. Of the total number, 27,713 were natives of Virginia, 13,284 were born in Tennessee, 16,604 in South Carolina, 14,511 in North Carolina, 12,713 in Georgia, and 22,192 in Alabama.

There had been also a certain amount of negro migration from Mississippi, as evidenced by the fact that 57,433 negroes born in that State were living in other States, a majority of them in Louisiana (17,831) and Texas (13,895). Thus when the census of 1870 was taken, the number of negroes who were natives of other States and had come or been brought to Mississippi exceeded by 66,944 the number who had been born in that State and had gone to other States. This figure represented the net gain to the population of the State through the interstate migration of negroes. In 1880 this excess

surplus, or gain had increased slightly to 68,245. It fell off to 33,764 in 1890, to 7,228 in 1900, became converted into a deficit of 26,439 in 1910, which deficit increased to 139,178 in 1920. Starting with a surplus of 67,000, we end with a deficit of 139,000. Consider what this deficit means. It means that if all the negroes who were born in Mississippi and have gone to other States were to return and at the same time all negroes who have come into Mississippi from other States were to leave, the number returning would exceed the number departing by 139,178, and the result would be an increase of 15 per cent in the total negro population of the State and an increase of nearly 8 per cent in the total population, white and colored.

There is a similar history for nearly all Southern States, in that the recent censuses show either a growing deficit or a diminishing surplus in the interstate exchange of native negroes. For another illustration, take the State of Texas, which for a time seems to have been the goal of negro migration in the lower South. In 1870 the number of negroes in Texas who were natives of other States was 118,114, which exceeded by 112,348 the small number of natives of Texas who had migrated from the State. At the last census, 1920, the excess of negro migrants to the State over negro migrants from the State was only 3,501. In Oklahoma and in Florida the excess in 1920 was less than it was in 1910, although greater than it was at earlier censuses. In Arkansas there has been little change in the situation since 1890, the excess remaining nearly constant at about 100,000. In West Virginia alone of the Southern States has the gain through negro migration increased at each successive census.

Loss of Population From the South Through Negro Migration.

THE total number of southern-born negroes in the North at the date of the last census ¹⁹²⁰ was 737,423. There were also 43,371 in the West.² Against this total of 780,794 negroes who, as shown by the census of 1920, had left the South and gone North or West, there was a small number of northern or western born negroes who had gone South, the number being, in fact, 47,223, so that the net direct loss to the South by negro migration was 733,571, which is equivalent to 8.2 per cent of the total negro population of the South, and to a little more than 2 per cent of the total population of the South, white and colored.

The loss to any State, section, or country resulting from emigration is, however, not adequately measured either by the number emigrating within a given period or by the number of living emigrants in other States or countries on a given date, for it includes also the descendants of emigrants living in other States or countries, that is, if we may assume that the emigrants, if they had remained in their native region, would have had as many children and descendants as they have had in the States or countries to which they have gone. In the case of the negro emigrants who have gone North there is reason to believe that they would have had larger families and more descendants if they had remained in the South than they have had in the North.

² The designations, "North," "South," and "West" as here used, correspond with the established usage in the census reports, according to which the North extends as far west as the western boundaries of North and South Dakota, Nebraska, and Kansas, and the South extends as far west as the western boundaries of Texas and Oklahoma: The country beyond the western boundaries of these States is the West.

So probably it is not an exaggeration, but rather the contrary, to say that the entire increase in the negro population of the North since 1870 represents a loss in population growth to the South. In the 50 years between 1870 and 1920 the number of negroes in the North increased by a little more than 1,000,000, i. e., from 452,818 in 1870 to 1,472,309 in 1920. One million is equivalent to about 3 per cent of the total population of the South and to about 11 per cent of its negro population.

Decline in Proportion of Negroes in the Population of the South.

IN 1870, the population of the South was more than one-third negro. Now it is not much more than one-fourth negro, the percentage of negroes having declined from 36 in 1870 to 27 in 1920. It is safe to say that this decrease has not been wholly due to the emigration of negroes; for had there been no emigration, the growth of negro population in the South would apparently not have kept pace with that of the white. But the difference would not have been so great as it is now. If there had been no northward migration, the negro population of the South, as has been pointed out, would probably be at least a million larger than it is at present, and the percentage of negroes would in that case be about 30 instead of 27. The difference probably represents approximately the effect which migration has had in reducing the proportion of negroes in the population of the Southern States.

If, therefore, there had been no northward migration of negroes in the last 50 years the total population of the South would presumably be at least 3 per cent greater than it now is, the negro population 11 per cent greater, and the percentage of negroes in the total would be about 30 instead of 27.

Increase in Northward Migration.

WHILE, as already noted, there has been a constant northward migration of negroes since the close of the Civil War, the recent migration, that of the last census decade (1910 to 1920), differs from the previous migration in several important respects, and first of all in volume or amount. Thus in the period of 40 years from 1870 to 1910 the number of southern-born negroes in the North increased from 146,490 to 415,533, an average decennial increase of 67,000. But in the decade 1910 to 1920 there was an increase of 321,890, which was more than the aggregate increase of the preceding 40 years and five times the previous average decennial increase.

NEGRO POPULATION IN THE NORTH, 1870 TO 1920, BY DECADES.

Year.	Negro population of the North.		
	Negroes born in the South.	Negroes born in the North or West. ¹	Total.
1870.....	146,490	306,328	452,818
1880.....	² 194,720	420,318	615,038
1890.....	² 230,931	470,067	701,018
1900.....	336,076	544,695	880,771
1910.....	415,533	612,141	1,027,674
1920.....	737,423	734,886	1,472,309

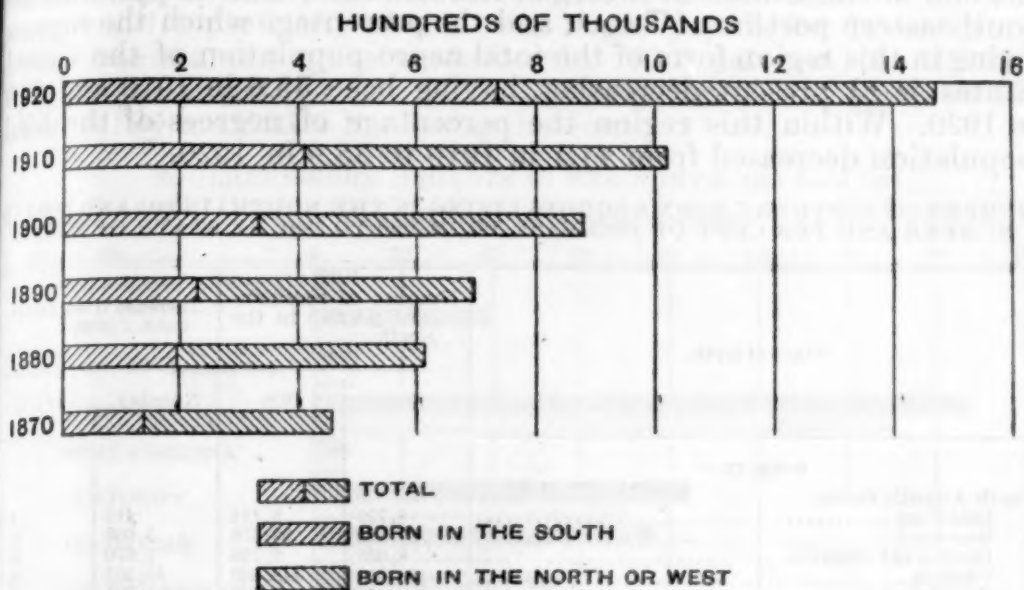
¹ Includes also a small number who were born in foreign countries or in outlying possessions, or at sea, or whose birth State was not reported.

² "Colored," includes probably a few Indians and possibly a few Chinese and Japanese.

RECENT NORTHWARD MIGRATION OF THE NEGRO.

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NEGRO POPULATION IN THE NORTH: 1870 TO 1920.



Migration From the Far South.

THE northward migration of negroes in the last decade has been to a much larger extent than ever before a migration from the far South. The earlier northward migration was, as already noted, mostly from the more northern States of the South. Even as recently as 1910, 48 per cent, or nearly one-half, of the southern-born negroes living in northern States came from two States—Virginia and Kentucky. The migration between 1910 and 1920 reduced the proportion born in these two States to 31.6 per cent. On the other hand, the proportion of northern negroes coming from the States farther south, or from what we may term the cotton-belt States, including in this class South Carolina, Georgia, Florida, Alabama, Mississippi, Arkansas, Louisiana, and Texas, increased from 18.2 per cent of the total number of southern-born negroes living in the North in 1910 to 40.5 per cent of the total in 1920. The absolute number of negroes in the North who were natives of these States increased from 75,517 in 1910 to 298,739 in 1920, so that there were nearly four times as many in 1920 as there were in 1910.

James Bryce, speculating in regard to the future of the American negro in the revised edition of his *American Commonwealth*, published in 1911, considered the possibility that the negro might "more and more draw southwards into the lower and hotter regions along the coasts of the Atlantic and the Gulf of Mexico," and might thus become "a relatively smaller, and probably much smaller element than at present in the whole population north of latitude 36° and a relatively larger one south of latitude 33° and east of longitude 99° W" (Vol. II, p. 536). Bryce did not consider or suggest the possibility that the negro might migrate northward in increasing numbers or that there might be a dispersion of the negro race rather than a concentration of it. Yet this is precisely what has been taking place since his book was published. The region which he defines by geographic degrees as that in which the negroes might concentrate includes the entire States of Florida and Louisiana, the southern

portion of the States of Georgia, Alabama and Mississippi, and the southeastern portion of Texas; and the percentage which the negroes living in this region form of the total negro population of the United States is at present decreasing, having been 35.6 in 1910 and 32.9 in 1920. Within this region the percentage of negroes of the total population decreased from 41.1 in 1910 to 35.9 in 1920.

NUMBER OF SOUTHERN-BORN NEGROES LIVING IN THE NORTH¹ IN 1910 AND 1920 AND NUMBER AND PER CENT OF INCREASE FROM 1910 TO 1920, BY STATE OF BIRTH.

State of birth.	Number of southern-born negroes in the North.		Increase from 1910 to 1920.	
	1910	1920	Number.	Per cent.
BORN IN—				
South Atlantic States:				
Delaware.....	8,729	9,144	415	4.8
Maryland.....	33,970	39,626	5,666	16.7
District of Columbia.....	8,058	9,728	1,670	20.7
Virginia.....	130,048	148,303	18,255	14.0
West Virginia.....	6,186	7,887	1,701	27.5
North Carolina.....	39,019	55,211	16,192	41.5
South Carolina.....	16,229	42,952	26,723	164.7
Georgia.....	15,266	73,898	58,632	384.1
Florida.....	3,096	16,800	13,704	442.6
Total.....	260,601	403,559	142,958	54.9
East South Central States:				
Kentucky.....	69,487	84,684	15,197	21.9
Tennessee.....	42,076	76,509	34,433	81.8
Alabama.....	10,730	65,128	54,398	507.0
Mississippi.....	12,716	49,292	36,576	287.6
Total.....	135,009	275,613	140,604	104.1
West South Central States:				
Arkansas.....	6,343	16,280	9,937	156.7
Louisiana.....	5,262	17,741	12,479	237.2
Oklahoma.....	2,443	7,582	5,139	210.4
Texas.....	5,875	16,648	10,773	183.4
Total.....	19,923	58,251	38,328	192.4
Total northern negroes ¹	415,533	737,423	321,890	77.5

¹ Includes all negroes resident in the New England, Middle Atlantic, and East and West North Central divisions.

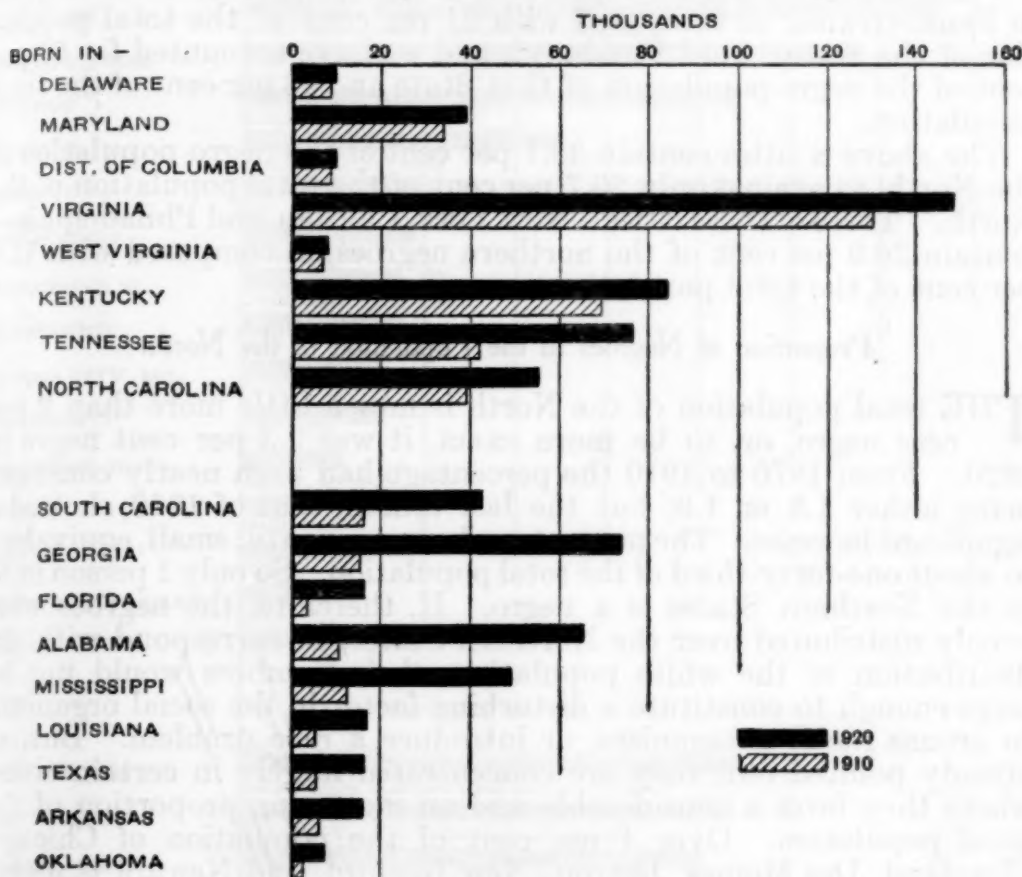
Negroes in the North.

IN 1870 the total number of negroes living in the North was 452,818, but of these 118,071 were in the State of Missouri, which had been a slave State. The Northern State with the next largest number of negroes was Pennsylvania, with 65,294; Ohio came next, with 63,213; then New York, with 52,081; New Jersey, with 30,658; Illinois, with 28,762; Indiana, with 24,560; and Kansas, with 17,108. No other Northern State had as many as 15,000.

In 1920 there were 1,472,309 negroes in the North, as compared with 452,818 in 1870; and the Northern State having the largest number of negroes was Pennsylvania, with 284,568. New York came next with 198,483, Ohio had 186,187, and Illinois 182,724; then came Missouri, with 178,241 and New Jersey, with 117,132. Indiana had 80,810, Michigan 60,082, and Kansas 57,925; and no other Northern

State had as many as 50,000. These 9 States account for nine-tenths (91.4 per cent) of the total negro population in the North. They contain not quite three-fourths (72.7 per cent) of the total population of the North. With the exception of Michigan and New York, they are States bordering the South.

SOUTHERN-BORN NEGROES IN THE NORTH: 1920 AND 1910.



Migration to Northern Cities.

IN the North outside the large cities there is only a small, though a rather widely distributed, negro population. Out of a total of 1,272 northern counties there are, in fact, only 83 in which there are no negroes. But there are 671 other northern counties in which the number of negroes is less than 100, making 754 counties—about 60 per cent of the total number—in which there are either no negroes or fewer than 100 negroes; and there are only 184 counties in which there are more than 1,000 negroes. If for purposes of comparison we make a similar classification of counties for the preceding census, we obtain no indication that any dispersion of the negroes in the North is in progress. They go to the large cities, mostly, and remain there.

Of the 182,274 negroes in the State of Illinois, 60 per cent are in the city of Chicago, which city contains only 42 per cent of the total population of the State.

Detroit, in which there are 40,838 negroes, accounts for 68 per cent, or two-thirds, of the total negro population of Michigan.

Of the 198,483 negroes in New York State, 152,467, or more than 75 per cent, are in New York City.

Three cities in Ohio, Cleveland (34,451), Cincinnati (30,079), and Columbus (22,181), account for 46 per cent of the negro population of that State, although these cities contain only about 25 per cent of the total population of the State.

Philadelphia contains 47 per cent of the total number of negroes in Pennsylvania, as compared with 21 per cent of the total population of the State. Add Pittsburgh and we have accounted for 60 per cent of the negro population of that State and 28 per cent of the total population.

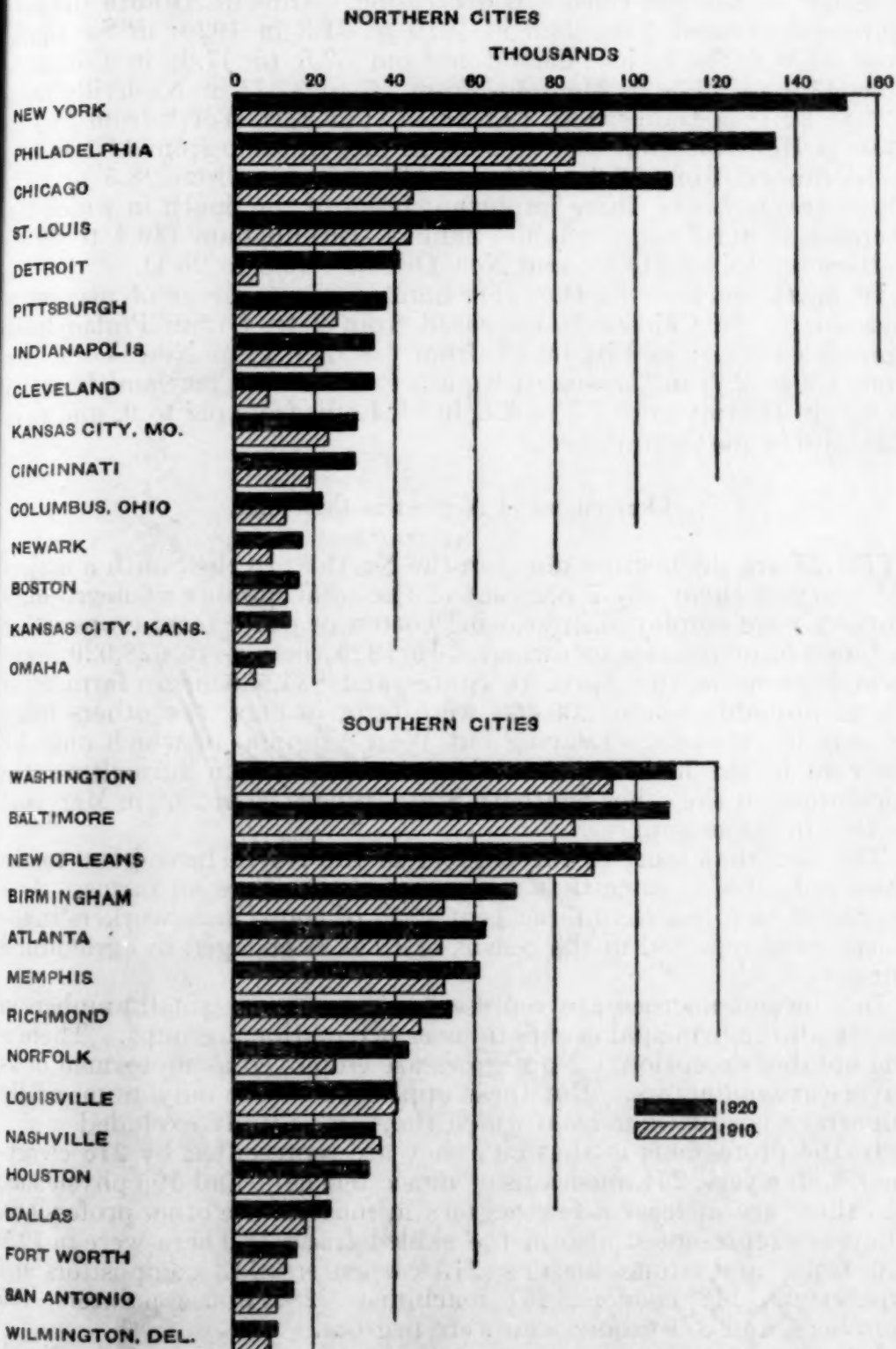
The above 8 cities contain 38.1 per cent of the negro population of the North, as against only 20.7 per cent of the total population of the North. Three of these cities—New York, Chicago, and Philadelphia—contain 26.9 per cent of the northern negroes, as compared with 15.9 per cent of the total population.

Proportion of Negroes in the Population of the North.

THE total population of the North is now a little more than 2 per cent negro, or, to be more exact, it was 2.3 per cent negro in 1920. From 1870 to 1910 the percentage had been nearly constant, being either 1.8 or 1.9; but the last census, that of 1920, showed a significant increase. The percentage, however, is still small, equivalent to about one-forty-third of the total population. So only 1 person in 43 in the Northern States is a negro. If, therefore, the negroes were evenly distributed over the Northern States, to correspond with the distribution of the white population, their numbers would not be large enough to constitute a disturbing factor in the social organism, to arouse racial antagonism, or introduce a race problem. But, as already pointed out, they are concentrated largely in certain cities, where they form a considerable and an increasing proportion of the total population. Over 4 per cent of the population of Chicago, Cleveland, Des Moines, Detroit, New Bedford, and Newark is negro; about 5 per cent of the population of Youngstown, Ohio, and of Cambridge, Mass.; over 6 per cent of the population of Pittsburgh; over 7 per cent of the population of Camden, Cincinnati, and Philadelphia; not less than 9 per cent of the population of Columbus, St. Louis, and Kansas City, Mo.; 11 per cent of the population of Indianapolis; and 14.2 per cent of the population of Kansas City, Kans. These are all cities of over 100,000 population. Some of the smaller northern cities have still larger percentages of negroes. Atlantic City is 21.6 per cent negro.

Within each city there is usually a local segregation or concentration of negroes in certain sections or localities—a negro quarter. In New York City 42.4 per cent of the total negro population is located in two assembly districts, and within these districts negroes form, respectively, 35 per cent and 49 per cent of the total population. In Chicago there is one ward which contains 44 per cent of the total negro population of the city and within which negroes form 70 per cent of the total population. In Detroit the concentration is not so marked, although there is one ward in which negroes constitute about 25 per cent of the total population, and another in which the percentage is nearly 20.

NEGRO POPULATION FOR 1920 AND 1910 IN CITIES HAVING 100,000 OR MORE INHABITANTS AND AT LEAST 10,000 NEGROES IN 1920.



Changing Proportion of Negroes in Population of North and South.

IN ALMOST every southern city the proportion of negroes, as indicated by the last census, is decreasing. Thus in Atlanta the percentage decreased from 33.5 in 1910 to 31.3 in 1920; in Savannah from 51.1 to 47.1; in Charleston from 52.8 to 47.6; in Columbia from 43.9 to 38.5; in Memphis from 40 to 37.7; in Nashville from 33.1 to 30.1; in Dallas from 19.6 to 15.1; in Fort Worth from 18.1 to 14.9; in Houston from 30.4 to 24.6; in San Antonio from 11.1 to 8.9; in Richmond from 36.6 to 31.5; in Washington from 28.5 to 25.1. There are, however, three important cities of the South in which the decrease is hardly appreciable, namely, Birmingham (39.4 to 39.3), Baltimore (15.2 to 14.8), and New Orleans (26.3 to 26.1).

In northern cities, on the other hand, the percentage of negroes is increasing. In Chicago it increased from 2 to 4.1; in Philadelphia from 5.5 to 7.4; in Pittsburgh from 4.8 to 6.4; in New York City from 1.9 to 2.7; in Cincinnati from 5.4 to 7.5; in Cleveland from 1.5 to 4.3; in Detroit from 1.2 to 4.1; in St. Louis from 6.4 to 9; and so in many other northern cities.

Occupations of Negroes in the North.

WHAT are the negroes doing in the North? In the South a majority of them—57.7 per cent of the total number of negro male workers—are employed in growing cotton or other farm crops either as laborers or tenants or owners. In 1920 there were 628,029 negro farm laborers in the Southern States and 834,686 negro farmers, of whom probably about 200,000 were farm owners, the others being tenants or croppers. Leaving out West Virginia, in which only 5.1 per cent of the male negro workers are engaged in agriculture, the percentage in the other Southern States ranges from 29.9 in Maryland to 78.2 in Mississippi.

The fact that most of the negroes in the North have gone to the cities indicates at once that not many of them are on farms. As a matter of fact, less than 6 per cent (5.7) of negro male workers in the North were reported in the census of 1920 as engaged in agricultural pursuits.

In Chicago negroes are represented by large or small numbers in nearly all the principal occupations or occupational groups. There is one notable exception. No negroes are employed as motormen or as street-car conductors. But these appear to be the only numerically important occupations from which they are entirely excluded.

In the professions in that city they are represented by 215 clergymen, 95 lawyers, 254 musicians or music teachers, and 195 physicians; and there are at least a few negroes in most of the other professions. They are represented also in the skilled trades. There were in 1920 126 brick and stone masons, 275 carpenters, 113 compositors and typesetters, 148 coopers, 431 machinists, 286 house painters, 105 plumbers, and 371 tailors who were negroes.

But the great majority of negro workers in the cities of the North are employed either in domestic or personal service or as unskilled or semiskilled laborers. In the stockyards of Chicago there were 5,300 negro laborers in 1920 and in the iron and steel industries 3,355. In

the slaughter and packing houses 1,242 negroes were reported as laborers and 1,490 as semiskilled operatives. There were 1,835 negroes reported as building or general laborers, 1,210 as laborers, porters, and helpers in stores, 2,139 as porters in domestic or personal service, besides 2,540 railway porters, which means, doubtless, Pullman porters. There were 1,822 negro janitors, 2,315 negro waiters, and 1,942 negro male servants. Then there were 1,659 negro male clerks outside of clerks in stores, of whom only 173 were negroes. In these occupations are found about 60 per cent of the total number of male negro workers in the city of Chicago, as compared with less than 20 per cent of the white male breadwinners. That the extensive employment of negroes as laborers or semiskilled operatives in the stockyards, slaughterhouses, steel mills, and building trades, and as general laborers, is a recent development is shown by the fact that the percentage of negroes in the total number of males employed in these occupations in Chicago increased from 3.5 in 1910 to 20.7 in 1920. Of the laborers in the automobile plants of Detroit, 13.5 per cent were negroes in 1920, as compared with less than one-half of 1 per cent in 1910. The proportion of negroes among building and general laborers in that city increased from 3.2 per cent in 1910 to 19.4 per cent in 1920, the number of negroes so employed increasing from 149 to 1,261.

In New York the percentage of negroes in the total number of longshoremen and stevedores increased from 6.4 in 1910 to 14.5 in 1920; and in Philadelphia it increased from 44.7 in 1910 to 59.2 in 1920. It is of interest to note that while in each of these cities there was a large increase in the number of negroes employed as chauffeurs, the increase no more than kept pace with the growth of the occupation, so that the percentage of negro chauffeurs was smaller in New York, and but little larger in Philadelphia, in 1920 than it was in 1910. But the absolute number of negro chauffeurs increased in New York from 490 to 2,373, and in Philadelphia from 312 to 2,195.

In contrast with the increasing extent to which negroes are being employed as laborers in the manufacturing plants or industries of the North is the very slight increase in the employment of male negroes in domestic and personal service. In 1910, of the total number of janitors, porters, male servants, and waiters in Chicago, 33.9 per cent were negroes, and in 1920 this percentage had increased only to 34.8.

All this goes to show that the male negroes who have recently been migrating northward in such large numbers have most of them become industrial laborers, finding employment in mills, factories, and stockyards rather than in hotels, restaurants, office buildings, and domestic kitchens. I am sure that if we could distinguish in the census occupational statistics between those who have migrated recently and the earlier migrants this fact would be brought out very strikingly. It is another distinctive feature of the new migration.

Negro Women in Domestic Service.

THE statistics relating to male negro workers indicate that new fields of employment have been opened to them in the North, which doubtless invite migration by the lure of high money wages. This does not appear to be true to the same extent of the female negro workers. Their field of employment in the North continues to be largely restricted to personal and domestic service.

In the case of the negro male workers in Chicago, the percentage employed in personal and domestic service fell from 51.1 to 28.1, and in the case of female workers from 78.4 to 63.8.

Of the negro women who have migrated to northern cities a large proportion are domestic servants. About 30 per cent of the negro female breadwinners in Chicago and 47 per cent of those in New York were reported as servants. For Philadelphia the percentage is 54, for Detroit 35, and for Pittsburgh 50. In general, from one-third to one-half of the total number of negro woman workers in northern cities are servants.

It may be noted in this connection that the total number of female servants of all classes, white and colored, as reported by the census, decreased materially in the last decade, this number being 1,012,133 in 1920, as compared with 1,309,549 in 1910, a decrease of about 30 per cent, or nearly one-third. In New York City the number of female servants fell off from 113,409 in 1910 to 84,615 in 1920; in Chicago the decrease was from 34,473 in 1910 to 26,184 in 1920; in Philadelphia it was nearly the same—from 37,050 to 28,290. Evidently people are learning to do without domestic servants. I shall not stop to inquire how. But doubtless the increasing resort to the simplified housekeeping of the apartment furnishes a partial explanation of this phenomenon. In the meantime, white female servants in northern cities are to a large extent being supplanted or replaced by negroes; for while the number of white female servants, foreign born as well as native, has decreased, the number of negro female servants has materially increased, so that they form an increasing proportion or percentage of the diminishing total. Thus, in Chicago in 1920, 23.9 per cent, or about one-fourth, of the female servants were negroes, as compared with 10.2 per cent in 1910. In New York the per cent of negroes in the total number of female servants increased from 12.4 in 1910 to 22.4 in 1920; in Detroit from 6.1 to 23.1; in Cleveland from 8.7 to 30.1; in Philadelphia from 38.5 to 53.8. And there are similar increases in the percentages for all the northern cities to which the negroes have migrated in considerable numbers.

Thus it becomes evident that in the North the southern negro is in some measure taking the place of the foreign-born immigrant as a source of labor supply for both industrial plants and domestic kitchens, but only to a limited extent. The falling off in the flow of foreign immigration caused by restrictive laws can never be offset or made good by migration from the South. For consider: In the last 10 years of unrestricted immigration, by which is meant the years 1905 to 1914, inclusive, more than 10,000,000 foreign immigrants came to these shores. That exceeds the entire negro population of the South by about 1,000,000. At present the restriction law limits the annual immigration to 357,000; so that the maximum possible immigration of the foreign born in a decade is 3,570,000. The difference between this number and the 10,000,000 who came in when immigration was unrestricted would be equal to 72 per cent of the entire negro population of the Southern States (8,912,231).

Natural Increase of Negro Population in the North.

WILL the colored people in the North multiply by natural increase or are they dependent upon continuous migration from the South? In other words, if migration were to cease, would the negro race in the North gradually die out? This is a very fundamental question. If the race can not maintain itself in the North save by continuous recruiting from the South, then migration acts as a drain upon the negro population and if it were to continue in large volume might in the distant future, even prove to be the destruction of the negro race. I do not suggest this, however, as a catastrophe that is likely to be realized. It may be a possibility, but, if so, it lies beyond the range of any predictable future.

Whether the negro race can maintain itself in the North by natural increase remains to be seen. We can inquire only as to present tendencies. Professor Willcox, in a recently published article on the "Increase and distribution of negroes in the United States," pointed out that in those States in the North for which statistics were available there had been, within a period of five years, 114 deaths of negroes to 100 births. The area included the New England States, New York, Pennsylvania, Michigan, and Minnesota, and the period covered the years 1914 to 1919, inclusive. Conditions within that period could hardly be called normal. It was the period of the World War and of the influenza epidemic, and the period within which the first northward rush of negroes took place.

The statistics of more recent years show a different condition. For within these same States the number of deaths of negroes to 100 births in the three years 1920 to 1922, inclusive, was 83. The birth rate for the negro, however, remains lower in the North than it is in the South, and the death rate continues to be higher in the North, and that means, of course, that the natural increase in the North is less than it is in the South; and it seems fairly evident that the northward migration of the negroes has retarded the increase of the negro population and constitutes one reason, and perhaps the main reason, why the increase recorded at the last census was smaller than ever before, being, in fact, only 6.5 per cent, as compared with 11.2 per cent for the preceding decade and with 13.8 per cent (corrected figure) for the decade before that. But these conditions may be only temporary. The death rate in the North may decline with improvement in living conditions, sanitation, and personal hygiene, and with adaptation to climate. The birth rate may increase if conditions among negroes in the North become more settled and family life better established. And the northward migration itself may be only temporary. These are questions the answer to which the future alone will reveal.

Summary.

I AM aware that the statistics presented within the brief limits of this paper can serve only as an introduction to the subject of negro migration. They indicate the recent great increase of migration; the fact that this recent migration comes largely from the cotton States of the far South; that it is a migration to the cities of the North, and to the industrial plants in these cities; that it is

replacing to a limited extent the immigration from Europe; and that it is probably retarding the growth of the negro population. But as to what the effects of this movement are going to be upon the negro, or upon the North, or upon the South—these are profoundly interesting and more or less speculative questions which lie somewhat outside the limited scope of this statistical paper.

Labor Productivity in Slaughtering.

By ETHELBERT STEWART, UNITED STATES COMMISSIONER OF LABOR STATISTICS.

THE regulation and control of speed rates in the slaughtering of cattle, sheep, and hogs have had some very interesting developments since the beginning of the centralization of the industry.

When one thinks of the enormous slaughtering plants in Kansas City, Kans., Chicago, and Omaha, the idea of machinery production naturally suggests itself. However surprising it may seem, there is no machinery used in cattle killing nor in sheep killing, and in hog killing the only machine in use is the dehairing machine.

Cattle Killing.

EVERY process at present employed in the killing of cattle is done by hand, precisely as it was done by the farmers who killed their own beef and by the butchers of the small towns prior to the advent of the so-called "packing-house" about 1840.

The wonderful change in methods since then covers only the handling of the animal and the division of labor. A steer is knocked in the head by a hammer in the hands of a "knocker" in the way it always has been done, but nowadays the carcass falls upon a floor instead of upon the ground. The quivering body rolls out of the knocking pen onto the killing floor, and there is shackled and lifted to a proper height and the shackles connected with an overhead rail, along which the carcass moves, first to the sticker and then to the workmen who perform the various operations to which they are assigned. Formerly the steer, after being knocked, was usually stuck while on the ground where it fell, the carcass was laboriously picked up by three or four men, who fastened it with a gambrel over a crosstie sufficiently high from the ground to let the head swing clear. This would take three men at least 15 minutes, whereas now a shackler will hook up 70 carcasses per minute, simply clipping the shackle around the hind foot, while steam power does the rest.

It must, however, be understood that this is handling machinery and not productive machinery as we think of it in connection with ordinary manufacturing. Strange to say, the use of steam in slaughtering and meat packing was first applied, not to the handling process where it now plays such a part, but to grinding sausage meat. This was in 1836. Later it was used for pumping the pickle water from tub to tub and then for pulling and hauling trucks.

Subdivision of labor in slaughtering began with the introduction of abattoirs, but did not become a distinct policy until about 1850.

Prior to that the method was to have each butcher perform all the operations, from the driving of the steer from the pen to the splitting of the carcass in halves, including knocking, sticking, and all the operations of skinning. As the general methods now in vogue as to subdivision of labor began to be adopted, the speed of operations was increased and also the number of workers employed, which resulted in the use of semiskilled and common labor.

We are told that "in 1849 Wadsworth, Dyer & Co. of Chicago killed and dressed 220 cattle in their establishment in one day, which was said to be the largest day's work ever performed in a slaughtering house in this country. The entire number of men engaged in slaughtering, dressing, and packing the beef at this house was 75 to 100." It can be seen that no very definite speed rates can be deduced from such statements.

Specialization and extreme division of labor continued until some time in the '80s. One hour's time was said to be required for a steer to pass through all the processes, from knocking to the final shoving of its carcass into the refrigerator for freezing. When these specialized processes became perfectly standardized, the speeding-up process began. This was sometimes voluntary on the part of the men, taking the form of speed contests for a prize. In 1884 five splitters in a certain killing gang got out 800 cattle in 10 hours, or 16 per hour for each man. Ten years later, in the industrial depression which followed 1893, it was claimed that the principal occupations were filled with "horses"—men of tremendous physical strength, endurance, and speed—who, through fear of discharge and the knowledge that other jobs were hard to get, ran the output per hour up to a remarkable figure.

It is questionable if there was any actual pressure brought by the employers, and it is quite certain that the employers did not set a definite task and discharge all who did not complete the stint. But anyone who remembers the Chicago "soup-house brigade" will realize that it was not necessary for the employers to adopt a definite task system. The fear of discharge urged the men on to their utmost. The irregularity of employment and the fact that there were usually not more than three or four hours of killing to be had in the morning made it possible for the men to speed up as they did and as they could not have done had the employment been steady.

In 1894 the speed rate had increased until, according to one report, 4 splitters got out 1,200 cattle in 10 hours, or 30 per hour for each man, which was an increase of nearly 100 per cent in 10 years. By 1900 the speed rate for splitters had increased to 35 cattle per hour per man.

In 1902 the union was organized, and what was generally considered an era of restriction in output began. The men insisted at the time that this was not union restriction in the sense of being officially approved or indorsed by the union as such. It was claimed that with the power of the organization behind them and with the fear of discharge less acute, the men began, voluntarily and perhaps unconsciously, to lessen the tension and with it, gradually, the speed rate. Whatever the causes, a comparison of the 1900 output with that of 1902 in Table 1 will show a material decrease in productivity.

In 1903 the question of output was made a part of the wage agreement, and it will be seen by further reference to Table 1 that in most cases employers agreed that the output should be continued at the level to which it had been brought by the so-called restrictive process.

In the strike of 1904 the question of restriction of output was not an issue. The national president of the union, however, stated that he had worked out an elaborate list for the hog-killing department, as well as an efficiency line for nearly all branches. He stated that he was personally and officially opposed to restriction, and believed that "a fool pace setter could be controlled by the union without resorting to a general or uniform working list." Whatever his elaborate scheme may have been, nothing came of it, as the union was not able to enforce its demands and lost the strike of 1904.

It is interesting here to note that the speed rates for the various killing beds agreed to by the shop committees of the company unions in the industry have in most instances not entirely restored the unrestricted speed rates developed between 1893 and 1900, though some increase is shown in nearly every case over the union output agreed to in 1903.

TABLE 1.—OUTPUT PER MAN PER HOUR, RATES OF WAGES PER HOUR, AND LABOR COST PER 100 CATTLE KILLED, 1900, 1902, 1903, AND 1923 BY OCCUPATIONS—CATTLE KILLING.

[In 1900 and 1902 output was unrestricted; in 1903 and 1923 it was restricted by agreement.]

Occupation.	1900			1902		
	Output (cattle) per man per hour.	Rate of wages per hour.	Labor cost per 100 cattle.	Output (cattle) per man per hour.	Rate of wages per hour.	Labor cost per 100 cattle.
Knockers.....	80	(1)	(2)	60	(1)	(2)
Headers.....	50-60	\$0.275	\$0.458-\$0.550	35	\$0.300	\$0.857
Foot skimmers.....	40	(1)	(2)	37½	(1)	(2)
Leg breakers.....	40	(1)	(2)	25	(1)	(2)
Floormen.....	17-21	.450	2.143-2.647	15	.475	3.167
Rippers open.....	112	(1)	(2)	80	(1)	(2)
Breast sawyers.....	100-112	(1)	(2)	75	(1)	(2)
Caul pullers.....	55	(1)	(2)	55	(1)	(2)
Rumpers.....	60	.350	.583	40	.375	.938
Fell cutters.....	35	(1)	(2)	25	(1)	(2)
Backers.....	60	.400	.667	40	.425	1.063
Gutters.....	50-60	.225	.375-.450	40	.250	.625
Clearers-out (shank skimmers).....	60	(1)	(2)	40	(1)	(2)
Tail sawyers.....	60	(1)	(2)	32½	(1)	(2)
Splitters.....	35	.450	1.286	25	.475	1.900
Hide droppers.....	60	(1)	(2)	40	(1)	(2)
Neck splitters.....	112	(1)	(2)	60	(1)	(2)
Occupation.	1903			1923		
	Output (cattle) per man per hour.	Rate of wages per hour.	Labor cost per 100 cattle.	Output (cattle) per man per hour.	Rate of wages per hour.	Labor cost per 100 cattle.
Knockers.....	60	\$0.240	\$0.400	100	\$0.440	\$0.440
Headers.....	35	.325	.929	45	.565	1.256
Foot skimmers.....	37½	.225	.600	33½	.420	1.260
Leg breakers.....	25	.250	1.000	100	.470	.470
Floormen.....	15	.500	3.333	16½	.790	4.788
Rippers open.....	80	.250	.313	100	.470	.470
Breast sawyers.....	75	.250	.333	100	.470	.470
Caul pullers.....	55	.265	.482	60	.490	.817
Rumpers.....	40	.400	1.000	50	.660	1.320
Fell cutters.....	25	.275	1.100	25	.510	2.040
Backers.....	40	.450	1.125	50	.720	1.440
Gutters.....	40	.265	.663	50	.495	.990
Clearers-out (shank skimmers).....	40	.300	.750	50	.540	1.080
Tail sawyers.....	32½	.265	.815	27½	.495	1.800
Splitters.....	25	.500	2.000	27	.790	2.925
Hide droppers.....	40	.325	.813	50	.565	1.130
Neck splitters.....	60	.315	.525	100	.550	.550

¹ Not reported.

² Not available.

The figures for 1923 in the above table apply to all plants except those engaged in the killing of so-called "canners" or light cattle only, the carcasses of which are used for canned beef. In killing this grade of cattle the output given is higher in most shops by about 10 per cent.

A brief description of the principal occupations in the cattle-killing department follows:

Knockers.—Strike cattle on the forehead with a hammer.

Headers.—Skin the hide from the head, cut through the neck and joint of the vertebræ back of the head, and take the head from the carcass.

Foot skinner.—Skin the hide from the fore legs from the foot to the knee joint and take off the leg.

Leg breakers.—Skin the hide from the hind legs from the foot to above the gamb, break the hock joint, and take off the leg.

Floor men.—Skin the hide from the breast, belly, and sides.

Rippers open.—Rip the hide from the bung to the neck.

Breast sawyers.—Saw through the center of the breast bone from outside to inside the carcass.

Caul pullers.—Cut through the meat between the hind legs to the aitch bone or crotch and open the belly from the crotch to brisket; pull the caul fat from the paunch.

Rumpers.—Skin the hide from the rump and top of the hips.

Fell cutters.—Skin the hide from the hips or top of the legs.

Backers.—Skin the hide from the back from the rump to the shoulders.

Gutters.—Take the paunch, intestines, liver, heart, and lungs from the carcass.

Clearers out (shank skimmers).—Skin the hide from the fore shanks from the knee joint to the shoulders.

Tail sawyers.—Saw through the butt end of the tail and center of vertebræ to a point opposite the hip or socket joints.

Splitters.—Split with cleaver through the center of the backbone from the hips to the neck.

Hide droppers.—Skin the hide from the shoulders and neck to the head.

Neck splitters.—Split with cleaver through the center of the vertebræ or neck bones from point where splitters completed their work to joint of vertebræ next to head.

Sheep Killing.

IN the sheep-killing department, also, notwithstanding the perfection of the handling equipment, there is no real machine production. The pace setter on the sheep-killing floor is the pelter, who loosens the hide so that it can be pulled off by the setter without tearing. One essential difference between sheep and cattle killing is that whereas in cattle killing the knife is used in every process, in sheep killing the entire hide is removed by pulling or by blows from the hand. It is true that in cattle killing the back skinner and the side skinner use the edge of the hand, or in some cases a thick stick, to pound the hide loose from the flesh, but they always have a knife handy and never hesitate to use it when in their judgment it is quicker.

Formerly there was one setter and one pelter to a gang, and under the industrial conditions existing from 1893 to 1900 (described above) the pelter speed rate had been pushed up to 75 sheep per hour. The union, which was organized much later than the cattle butchers' union, set the speed for the pelter, on standard styles of dressing mutton, at 40 per hour.

It should be noted here that there are something like a dozen different styles of dressing mutton, known variously as "Boston," "New York," etc., and the sheep butcher does not know until the morning "kill" is in the pen what or how many different styles he

must use that day. This is determined by the number of orders from different parts of the country, as each locality has its own method.

In 1903, by agreement with the union, the employers were able to get this pelter speed rate increased to 46½ sheep per hour. This agreement, however, lapsed in the strike of 1904, and under the shop-committee agreement in effect in 1923 the speed rate is increased to 65.

In 1901 there were two pelters to one setter in a gang. By 1923 the setters' speed rate had been increased to 400, there being six pelters to one setter.

Below is a tabular picture of the speed rates, rates of wages per hour, and the occupational cost per 100 sheep killed in 1901, 1902, 1903, and 1923:

TABLE 2.—OUTPUT PER MAN PER HOUR, RATES OF WAGES PER HOUR, AND LABOR COST PER 100 SHEEP KILLED, 1901 TO 1903 AND 1923, BY OCCUPATIONS—SHEEP KILLING.

[In 1901 and 1902 output was unrestricted; in 1903 and 1923 it was restricted by agreement.]

Occupation.	1901			1902		
	Output (sheep) per man per hour.	Rate of wages per hour.	Labor cost per 100 sheep.	Output (sheep) per man per hour.	Rate of wages per hour.	Labor cost per 100 sheep.
Shacklers.....	350	\$0.160	\$0.046	350	\$0.175	\$0.050
Hoisters.....	600	.170	.028	600	.185	.031
Stickers.....	600	.225	.038	600	.225	.038
Scalpers.....	300	.200	.067	175	.200	.114
Joint breakers.....	400	.175	.044	300	.225	.075
Leggers.....	150	.225	.150	75	.250	.333
Knee skinners.....	300	.175	.058	250	.200	.080
Cod punchers.....	350	.200	.057	200-325	.210	\$0.065-.105
Breast pullers.....	175	.275	.157	100	.275	.275
Jaw skinners.....	400-600	.175	\$0.020-.044	250	.200	.080
Toe cutters off.....	350	.200	.057	350	.200	.057
Rippers down.....	400-500	.200	.040-.050	250	.210	.084
Heelers of rumps.....	375	.225	.060	300	.250	.083
Rumpers.....	300-350	.220	.063-.073	150-200	.250	.125-.167
Back pullers.....	150	.220	.147	100	.220	.220
Splitters of breasts.....	300-400	.250	.063-.083	300	.250	.033
Pelters.....	60-70	.320	.457-.533	31-42	.350	.833-1.129
Bung-gut pullers.....	200	.200	.100	200	.200	.100
Caul pullers.....	315	.250	.079	315	.250	.079
Gutters.....	200	.200	.100	200	.220	.110
Dressers.....	60-70	.270	.386-.450	31-42	.300	.714-.968
Rib sawyers.....	300	.400	.133	200	.400	.200
Setters.....	150	.300	.200	100	.320	.320
Cutters off of heads.....	150	.200	.133	100	.200	.200
Tonguers.....	500-600	.200	.033-.040	500-600	.200	.033-.040
Droppers off.....	600	(1)	(2)	600	(1)	(2)
Checkers.....	600	(1)	(2)	600	(1)	(2)
Occupation.	1903			1923		
	Output (sheep) per man per hour.	Rate of wages per hour.	Labor cost per 100 sheep.	Output (sheep) per man per hour.	Rate of wages per hour.	Labor cost per 100 sheep.
Shacklers.....	350	\$0.185	\$0.053	200	\$0.415	\$0.208
Hoisters.....	600	.200	.033	400	.415	.104
Stickers.....	600	.250	.042	400	.470	.118
Scalpers.....	350	.210	.060	250	.415	.166
Joint breakers.....	315	.240	.076	250	.430	.172
Leggers.....	115	.275	.239	125	.500	.400
Knee skinners.....	325	.210	.065	400	.415	.104
Cod punchers.....	325	.225	.069	400	.415	.104
Breast pullers.....	115	.300	.261	125	.540	.432
Jaw skinners.....	325	.210	.065	250	.415	.166
Toe cutters off.....	350	.200	.057	400	.415	.104
Rippers down.....	325	.225	.069	300	.430	.143
Heelers of rumps.....	325	.260	.080	400	.485	.121
Rumpers.....	175	.260	.149	125	.485	.388
Back pullers.....	120	.250	.208	125	.470	.376
Splitters of breasts.....	315	.270	.086	300	.500	.167

¹ Not reported.

² Not available.

TABLE 2.—OUTPUT PER MAN PER HOUR, RATES OF WAGES PER HOUR, AND LABOR COST PER 100 SHEEP KILLED, 1901 TO 1903 AND 1923, BY OCCUPATIONS—SHEEP KILLING—Concluded.

Occupation.	1903			1923		
	Output (sheep) per man per hour.	Rate of wages per hour.	Labor cost per 100 sheep.	Output (sheep) per man per hour.	Rate of wages per hour.	Labor cost per 100 sheep.
Pelters.....	46½	\$0.370	\$0.800	65	\$0.625	\$0.962
Bung-gut pullers.....	200	.200	.100	300	.415	.138
Caul pullers.....	315	.260	.083	300	.490	.163
Gutters.....	200	.220	.110	175	.415	.237
Dressers.....	46½	.320	.688	65	.565	.869
Rib sawyers.....	315	.420	.133	(¹)	.690	(²)
Setters.....	115	.350	.304	400	.625	.156
Cutters off of heads.....	115	.225	.196	300	.415	.138
Tonguers.....	500-600	.210	\$0.035-.042	375	.415	.111
Droppers off.....	600	(¹)	(²)	375	.415	.111
Checkers.....	600	(¹)	(²)	375	.415	.111

¹ Not reported.² Not available.

A description of occupations, or brief outline of the work done by each class of men, in sheep killing is noted below:

Shacklers.—Attach or hook one end of a shackle (chain) to one hind leg of a sheep.

Hoisters.—Attach or hook one end of a shackle (chain) to a revolving hoisting wheel, the other end having already been attached to the leg of a sheep.

Sticklers.—Stick knife into the side of the neck under the back of the jaw, draw the knife across the throat, cutting the jugular vein.

Scalpners.—Skin the pelt from the scalp and face.

Joint breakers.—Break the joints between the fore feet and legs.

Leggers.—Skin the pelt from the forelegs from the foot to shoulders, or from the inside and back of the hind leg from the foot to the crotch.

Knee skimmers.—Do part of the work of the forelegger.

Cod punchers.—Punch the pelt loose from around the belly and crotch.

Breast pullers.—Pull the pelt from the point of the breastbone to the shoulders.

Jaw skimmers.—Skin the pelt from the jaws and neck.

Toe cutters off.—Cut off toes of the front feet at the joint broken by joint breakers.

Rippers down.—Cut through the pelts from the bung to the neck.

Heelers of rumps.—Skin the pelt from part of the rump near the bung.

Rumpers.—Skin the pelt from the rump and top of the hips.

Back pullers.—Pull pelt from carcass from top of hips to shoulders.

Splitters of breasts.—Split breastbone through center from outside to inside of carcass by driving sharp knife through the bone with small mallet.

Pelters.—Skin the pelt from the shoulders and neck to the head, dropping the pelt from the carcass.

Bung-gut pullers.—Cut around the bung, separating it from the carcass.

Caul pullers.—Cut open belly from crotch to breastbone and pull caul fat from paunch.

Gutters.—Take paunch, intestines, and pluck from carcass.

Dressers.—Drape or hang the caul around the hind legs and over the kidneys.

Rib sawyers.—Saw across the ribs inside the carcass about midway between the backbone and breastbone and belly, and bend the brisket and ribs outward.

Setters.—Set a stay stick inside the carcass to hold ribs back as bent or placed by rib sawyers.

Cutters off of heads.—Cut heads from carcass.

Tonguers.—Cut the tongue from the head.

Droppers off.—Take carcass from moving conveyor or chain on which the various killing and dressing operations are performed and transfer it to rail leading to the chill room.

Checkers.—Make a record of such information as may be desired.

Hog Killing.

IN the hog-killing department mechanical conveyors, such as a large wheel covered with hooks for hoisting the shackled hog and automatically transferring the carcass to a trolley, which passes it mechanically from one worker to the succeeding one, early minimized the amount of physical labor involved. In addition to this, the dehairing machine, which scrapes the hair off the hog, made it possible to reach a tremendous speed rate.

In the description of the first hog-killing establishment in this country, it is said that in 1837 it was "the task of 20 men to knock down, bleed, scald, remove the hair, bristles, entrails and have in readiness for the cleaver 620 hogs in 8 hours which constituted a day's work in the industry," or 4 carcasses per man per hour.

There are no available records as to what height the speed rate had reached in the Chicago plants from 1893 to 1900, the period during which the speed rates in the cattle and sheep killing departments increased so greatly. The statement has been made that pace-setting scalders had reached as high as 700 hogs an hour. However this may be, it is definitely known that the proposed scale submitted as a part of the strike demand of 1904, which was the first attempt on the part of the men to place a limit on hog killing, fixed the scalders' output at 500 per hour. With the collapse of that strike no further attempt to fix speed rates was made on the part of the men until the inauguration of the shop committees of the so-called company unions. The present scale, which is the posted speed rate issued by the employers and agreed to by the men, fixes the scalders' output at 350.

Table 3 presents the 1923 productivity rates. As already indicated, there are no prior records with which to compare them.

TABLE 3.—OUTPUT PER MAN PER HOUR, RATES OF WAGES PER HOUR, AND LABOR COST PER 100 HOGS KILLED, 1923, BY OCCUPATIONS—HOG KILLING.

[Output fixed by agreement.]

Occupation.	Output (hogs) per man per hour.	Rate of wages per hour.	Labor cost per 100 hogs.
		Cents.	Cents.
Shacklers.....	175	50.0	28.6
Stickers.....	250	50.5	23.3
Scalders.....	350	59.5	17.0
Shavers on rail.....	350	47.0	13.4
Headers.....	275	56.5	20.5
Bung droppers.....	600	50.0	8.3
Belly openers.....	600	50.0	8.3
Cutters off of heads.....	700	47.0	6.7
Breast openers.....	500	50.0	10.0
Markers.....	200	56.5	28.3
Splitters.....	175	59.5	34.0
Leaf-lard pullers.....	250	50.0	20.0
Ham facers.....	600	50.0	8.3
Tonguers.....	700	47.0	6.7

The work performed in the hog-killing department, by occupational processes, is as follows:

Shacklers.—Attach or hook one end of a shackle (a short chain with a hook on each end) around one hind leg of a hog and attach the other end to revolving hoisting wheel.

Sticklers.—Stick hog in neck with knife, penetrating the neck to the hollow; severing the arteries running from the heart to the head.

Scalders.—Keep water in scalding vats at necessary temperature, test scalding and determine when scalding is sufficient for removal of hairs from hog.

Shavers on rail.—Shave or scrape off such hair as may have been left on the hog after the dehairing machine has done its work.

Headers.—Cut the head almost from the carcass, unjointing the vertebræ at the first joint immediately back of the head. The head is left attached to the carcass by a small piece of skin and jowl.

Bung droppers.—Cut around the bung, separating it from the carcass.

Belly openers.—Cut through the belly from the bung to the breastbone.

Cutters off of heads.—Sever the head completely from the carcass by cutting small pieces of skin and jowl left uncut by "header."

Breast openers.—Cut through the center of the breast bone.

Markers.—Mark for splitters by cutting along the backbone between the kidneys and leaf lard from bung to the skirt.

Splitters.—Separate hog into halves by cutting with cleaver through center of backbone from tail to and through neck bones.

Leaf-lard pullers.—Pull leaf lard from carcass.

Ham facers.—Cut surplus fat from inside of face of hams.

Tonguers.—Cut the tongue from the head.

The occupations given in these tables in no instance comprise all of the work done in slaughtering. A few occupations, such as "penners," are not found in the list and there is a very large number of laborers, blood squilgeers, floor squilgeers, and men in other occupations which are not included in the above tabulations, so that it is not possible to derive the labor cost by totaling the above figures.

The purpose here has been simply to state the facts as to productivity or efficiency of labor by occupations, and to give the time and labor cost by occupations rather than by the process as a whole.

Labor
cost per
10 hogs.

Cents.
28.6
23.3
17.0
13.4
20.5
8.3
8.3
6.7
10.0
28.3
34.0
20.0
8.3
6.7

INDUSTRIAL RELATIONS AND LABOR CONDITIONS.

Apprenticeship in the Building Trades.

THE matter of securing and training apprentices maintains its position as one of the most important questions now before the building industry. The American Contractor, in the issue of January 12, 1924, gives considerable space to discussions of different aspects of the problem. The bricklayers' union, it states, reports that 10,000 bricklaying apprentices are now registered in the union, which is a marked improvement over the situation of a few years ago, when the union had only about 4,000 apprentices. But, as always, there is complaint about the difficulty of securing an opportunity for these boys to learn their trade.

Apprentice boys with several months' experience report that they often find great difficulty in finding employment. They apply in person at job after job where bricklayers are needed and are regularly turned down by the foremen. It takes constant hustling on the part of such a boy to secure work even in these times. The foremen don't want to take the burden of looking after an apprentice unless forced to do so.

The magazine points out that these boys "can usually lay more brick per unit of wage than can the regular mechanic," that with every month of work their efficiency improves, and that they are essential to the future of the industry. "Contractors will be doing a wise thing if they lay down the law to their foremen and demand that the hiring of apprentice boys be encouraged instead of frowned upon."

At the convention of the National Association of Building Trades Employers, held in Chicago January 7-8, the subject was considered at length. Mr. G. F. Meyne, of Chicago, pointed out that in its effort to keep up a continuous supply of trained labor, the building industry had made little or no attempt to secure the cooperation of the public school system. City, State, and Federal boards of vocational education might all do much toward supplying the need, but their aid had not been sought.

What is required is the initiative of determined groups of contractors in each locality to organize, support and demand the installation of preliminary courses in the building trades so that boys may be interested in these crafts and have a background of familiarity with them when they come on the job.

When this is done we will hear no more about the excessive cost and bother of training a boy during the first three months of his apprenticeship. With a background of vocational trade training he will be of value to his employer from the day that he starts to work.

If the schools provided these courses, our trades would get economically valuable material for further training. We have found that it is too great a burden to carry the cost of operating schools ourselves, as we are doing here in Chicago. The general public gets the benefit of this educational work by having better mechanics to erect their buildings, an adequate supply of mechanics at an equitable wage and an opportunity to the young men to learn a skilled and valuable craft. For these advantages the public, including all the contractors, should pay.

Mr. R. D. Winstead, speaking before the same convention, gave a résumé of the methods of training apprentices in various parts of the country, and, while fully agreeing with the earlier speaker as to the importance of utilizing vocational training in the public schools, emphasized the need for supervision and control after the boy has left school and gone onto the job. In closed-shop cities, apprenticeship commissions or committees, similar to those set up by various building congresses, composed of representatives of the various interests concerned, have seemed to furnish the best means of meeting this need. Such committees are responsible for seeing that work is provided for the apprentice, that he receives the necessary training, both on the job and in the classes of the continuation school, and that he lives up to his part of the apprenticeship contract. In open-shop communities a different theory has been applied. It was taken for granted that the long apprenticeship was unnecessary, and that a short, intensive course of training would provide satisfactory workers.

Those furthering many such local movements have stated that they could easily turn out bricklayers, plasterers, and other mechanics in the course of a few months by sending them to a school where they would be taught by practical instructors.

From personal investigation I do not think that this idea has been borne out. Some splendid work has been done, however, in starting men on the way to becoming eventually first-rate mechanics after an additional two or three years of practical experience on the job.

It seems to be apparent that the old idea of making a first-class mechanic in a few months is not practical with the majority of men. Some few exceptional men have achieved great skill in a short time, and to these the open-shop system of not having a fixed term of several years' apprenticeship has proved very good indeed. But such men are few and far between.

The president of the Associated General Contractors, in an address on apprenticeship reported in *The Constructor*, for January, 1924, presents one aspect which is in danger, at present, of being overlooked.

We must be careful in the future not to go to the other extreme, to train more mechanics than can be used, for this would be as great an economic waste as to have too few. Therefore, a systematic, comprehensive survey should be made of the numbers needed by trades in a given community and, thereafter, a number determined to meet the needs, first, to keep up with the annual increase in population and, secondly, to replace the loss in the crafts from all causes. This should be easily determined by statisticians and, from their work, a maximum number that should be trained annually could be established, and facilities arranged on such a basis.

The American Construction Council has undertaken to inaugurate a national program for apprenticeship training in the construction industry, and its apprenticeship committee met at Buffalo, December 5, 1923, to discuss plans. As a first step, it was resolved to undertake a nation-wide survey of the apprenticeship needs of the industry. The committee also authorized an exhaustive study of facilities for instruction and of standards for apprentice training throughout the country in the construction crafts. Four subcommittees were appointed to carry forward the program: "First, a general executive committee; second, a committee on survey of apprenticeship needs and distribution of labor; third, a committee on instructional facilities and standards; and fourth, a committee on finance."

Working Conditions of Japanese Workers.

THE working and living conditions of Japanese miners are the subject of an article¹ in a recent issue of the International Trade-Union Movement. The mining industry is said to employ a larger proportion of the industrial population of Japan than any other single industry. While there are altogether only about a million and a half industrial workers in Japan the total number employed in the mines in June, 1921, was approximately 330,000, 80,000 of whom were women. About 81 per cent of these workers were employed in the mining of coal and 14 per cent in ore mining, the remainder being engaged in petroleum production and other mining operations.

During the past 25 years the ore miners have been obliged to belong to an aid society—the Yamanaku-Tomoko—which renders various kinds of assistance to the members and also provides trade instruction. Through this work the organization gradually became an integral part of the life of the Japanese ore miners, although it is no longer popular among them. This organization never gained a foothold among the coal miners, largely owing to the fact that the coal mines are close to each other and it is possible for the miners to change their place of work without moving out of the district. The ore mines, on the contrary, form isolated groups and it is more difficult for the ore miners to change their place of employment.

Aside from these differences, however, both groups of miners live and work under practically the same conditions. Both work under a system called the "noya seido" in which the miners work for an "oyabun" or "middle master" who does not work himself but recruits new laborers and superintends their work. For his services he either receives a certain percentage of the workers' wages or is paid a lump sum by the employer. Occupying a position between the workers and the employer, he is naturally subservient to the latter and is regarded by the miners as the principal cause of their misery and helplessness, so that he is the object of bitter complaints and the cause of many disputes. The freedom of the miners is further restricted by the necessity for living in houses owned by the mine owners, the rent for which is deducted from the wages. When a miner changes his place of work he must also give up his house, so that the prospect of losing his home at any moment tends to make him very submissive.

Although the accident rate in factories is very high, the number of accidents in mines, and particularly coal mines, is much greater. According to the statistics for the year 1919, the frequency rate per 1,000 workers in the larger factories, which employed a total of 1,189,731 workers, was 291; while in the mining industry, with a total of 465,153 workers in that year, the rate was 472; and in the coal-mining industry, with 348,420 workers, the frequency rate per 1,000 workers was 548.

In spite of the dangerous character of the work, miners receive somewhat lower wages than factory workers. The only available

¹ International Federation of Trade-Unions. International Trade-Union Movement, November-December, 1923, pp. 284-288. "Conditions of life among Japanese miners," by Dr. Tokijiro Kaji.

statistics as to wages in Japan are those obtained by private investigations, but according to the figures secured for the last half of 1922 the wages of miners vary in the different districts from 130 to 250 sen (64.8 cents to \$1.25, par) per day for men and from 50 to 170 sen (24.9 cents to 84.7 cents, par) for women, while in other industries a smith, for example, receives from 250 to 260 sen (\$1.25 to \$1.30, par) per day, a printer's assistant 180 to 190 sen (89.7 cents to 94.7 cents, par), and a female worker in a cotton mill more than 100 sen (49.9 cents, par) per day. For these wages factory workers are employed from 8 to 11 hours per day and miners an average of 10 hours for underground work and 12 hours on surface work. Irregularity of employment tends to lower still further the wages of the miners, who work on an average only 18 to 20 days per month.

The wretched living and working conditions of the miners has tended to create a feeling of solidarity among them, which has been accompanied by a tendency toward acts of violence and destruction of property in recent strikes. These movements, which develop rapidly into wild and furious revolts, are suppressed just as violently by the authorities and their only result has been to intensify the evils against which they are aimed. Recently, however, there has been a movement toward adopting the more peaceful and also more effective methods of the Japanese factory workers. In 1919 the first trade-union along the lines of western trade-union organization was formed. From its beginning it was constantly involved in struggles, owing to the opposition of the mine owners. A series of unfortunate strikes caused the union, the Mine Labor Association, to lose a large part of its members and the leaders of the movement were imprisoned. Upon their release, however, they took up the work more vigorously and in a short time had reorganized the various trade-unions into a federation called "The Whole of Japan Miners' General Association."

This organization has been extremely active during the past two years and has gained membership steadily, although a rival group, more in the nature of a fascist organization, has been formed. The officers of the miners' association are elected from among the workers but they are assisted by advisers who belong to the educated class. The union is affiliated with the Japan General Labor Federation and is now in touch with the entire trade-union movement of the country.

PRICES AND COST OF LIVING.

Retail Prices of Food in the United States.

THE following tables are based on figures which have been received by the Bureau of Labor Statistics from retail dealers through monthly reports of actual selling prices: ¹

Table 1 shows for the United States retail prices of food on January 15 and December 15, 1923, and January 15, 1924, as well as the percentage changes in the year and in the month. For example, the price of rice was 9.5 cents in January, 1923, 9.7 cents in December, 1923, and 9.8 cents in January, 1924. These figures show an increase of 3 per cent in the year and 1 per cent in the month.

The cost of the various articles of food, ² combined, showed an increase of 3 per cent in January, 1924, as compared with January, 1923, and a decrease of 1 per cent in January, 1924, as compared with December, 1923.

TABLE 1.—AVERAGE RETAIL PRICES OF SPECIFIED FOOD ARTICLES AND PER CENT OF INCREASE OR DECREASE, JANUARY 15, 1924, COMPARED WITH JANUARY 15, 1923, AND DECEMBER 15, 1923.

[Percentage changes of five-tenths of 1 per cent and over are given in whole numbers.]

Article.	Unit.	Average retail price on—			Per cent of increase (+) or decrease (−) Jan. 15, 1924, compared with—	
		Jan. 15, 1923.	Dec. 15, 1923.	Jan. 15, 1924.	Jan. 15, 1923.	Dec. 15, 1923.
		<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>		
Sirloin steak.....	Pound.....	37.2	38.6	39.0	+5	+1
Round steak.....	do.....	31.6	32.9	33.3	+5	+1
Rib roast.....	do.....	27.5	28.3	28.6	+4	+1
Chuck roast.....	do.....	19.6	20.4	20.7	+6	+1
Plate beef.....	do.....	12.9	13.0	13.3	+3	+2
Pork chops.....	do.....	29.3	26.5	27.4	−6	+3
Bacon.....	do.....	39.8	37.5	37.2	−7	−1
Ham.....	do.....	45.1	44.7	44.7	−1	0
Lamb, leg of.....	do.....	36.3	35.5	35.9	−1	+1
Hens.....	do.....	34.5	33.4	34.5	0	+3
Salmon, canned, red.....	do.....	31.3	31.3	31.2	−0.3	−0.3
Milk, fresh.....	Quart.....	13.7	14.3	14.2	+4	−1
Milk, evaporated.....	15-16-oz. can..	12.1	12.2	12.2	+1	0
Butter.....	Pound.....	59.1	60.3	61.7	+4	+2
Oleomargarine.....	do.....	28.9	30.4	30.6	+6	+1
Nut margarine.....	do.....	26.7	28.7	28.9	+8	+1
Cheese.....	do.....	37.3	37.7	37.4	+0.3	−1

¹In addition to monthly retail prices of food and coal, the bureau secures prices of gas and electricity from each of 51 cities. These prices are published at quarterly intervals in the MONTHLY LABOR REVIEW. Retail prices of dry goods were published quarterly until November, 1923.

²The following 22 articles, weighted according to the consumption of the average family, have been used from January, 1913, to December, 1920: Sirloin steak, round steak, rib roast, chuck roast, plate beef, pork chops, bacon, ham, lard, hens, flour, corn meal, eggs, butter, milk, bread, potatoes, sugar, cheese, rice, coffee, and tea. The remainder of the 43 articles shown in Tables 1 and 2 have been included in the weighted aggregates for each month beginning with January, 1921.

TABLE 1.—AVERAGE RETAIL PRICES OF SPECIFIED FOOD ARTICLES AND PER CENT OF INCREASE OR DECREASE, JANUARY 15, 1924, COMPARED WITH JANUARY 15, 1923, AND DECEMBER 15, 1923—Concluded.

Article.	Unit.	Average retail price on—			Per cent of in- crease (+) or de- crease (–) Jan. 15, 1924, com- pared with—	
		Jan. 15, 1923.	Dec. 15, 1923.	Jan. 15, 1924.	Jan. 15, 1923.	Dec. 15, 1923.
		Cents.	Cents.	Cents.		
Lard.....	Pound.....	17.4	18.9	18.7	+7	–1
Vegetable lard substitute.....	do.....	22.3	24.0	24.3	+9	+1
Eggs, strictly fresh.....	Dozen.....	55.7	64.9	54.6	–2	–16
Eggs, storage.....	do.....	40.0	41.4	38.6	–4	–7
Bread.....	Pound.....	8.7	8.7	8.7	0	0
Flour.....	do.....	4.9	4.5	4.5	–8	0
Corn meal.....	do.....	4.0	4.4	4.4	+10	0
Rolled oats.....	do.....	8.8	8.8	8.8	0	0
Corn flakes.....	8-oz. package.....	9.7	9.7	9.7	0	0
Wheat cereal.....	28-oz. package.....	25.0	24.3	24.3	–3	0
Macaroni.....	Pound.....	19.8	19.6	19.6	–1	0
Rice.....	do.....	9.5	9.7	9.8	+3	+1
Beans, navy.....	do.....	10.9	10.3	10.1	–7	–2
Potatoes.....	do.....	2.1	2.6	2.8	+33	+8
Onions.....	do.....	5.1	6.0	6.1	+20	+2
Cabbage.....	do.....	4.0	4.1	4.9	+23	+20
Beans, baked.....	No. 2 can.....	13.1	12.9	12.9	–2	0
Corn, canned.....	do.....	15.3	15.6	15.7	+3	+1
Peas, canned.....	do.....	17.5	17.7	17.9	+2	+1
Tomatoes, canned.....	do.....	12.7	12.9	13.0	+2	+1
Sugar, granulated.....	Pound.....	8.3	10.4	10.2	+23	–2
Tea.....	do.....	68.7	70.2	71.0	+3	+1
Coffee.....	do.....	37.0	37.8	38.2	+3	+1
Prunes.....	do.....	20.0	17.8	17.9	–11	+1
Raisins.....	do.....	18.9	16.0	15.9	–16	–1
Bananas.....	Dozen.....	37.1	39.1	38.8	+5	–1
Oranges.....	do.....	46.8	41.5	40.0	–15	–4
All articles combined ¹					+3	–1

¹ See note 2, p. 26.

Table 2 shows for the United States average retail prices of specified food articles on January 15, 1913, and on January 15 of each year from 1918 to 1924, together with percentage changes in January of each of these specified years compared with January, 1913. For example, the price per pound of flour was 3.3 cents in January, 1913; 6.6 cents in January, 1918, and in January, 1919; 8.1 cents in January, 1920; 6.7 cents in January, 1921; 4.9 cents in January, 1922, and in January, 1923; and 4.5 cents in January, 1924.

As compared with the average price in January, 1913, these figures show the following percentage increases: 100 per cent in January, 1918, and in January, 1919; 145 per cent in January, 1920; 103 per cent in January, 1921; 48 per cent in January, 1922, and in January, 1923; and 36 per cent in January, 1924.

The cost of the various articles of food combined showed an increase of 52 per cent in January, 1924, as compared with January, 1913.

TABLE 2.—AVERAGE RETAIL PRICES OF SPECIFIED FOOD ARTICLES AND PER CENT OF INCREASE OR DECREASE JANUARY 15, OF CERTAIN SPECIFIED YEARS COMPARED WITH JANUARY 15, 1913.

[Percentage changes of five-tenths of 1 per cent and over are given in whole numbers.]

Article.	Unit.	Average prices Jan. 15—								Per cent of increase (+) or decrease (—) Jan. 15 of each specified year compared with Jan. 15, 1913.							
		1913	1918	1919	1920	1921	1922	1923	1924	1918	1919	1920	1921	1922	1923	1924	
		Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.								
Sirloin steak.....	Pound.	23.8	32.7	41.1	40.5	40.5	35.3	37.2	39.0	+37	+73	+70	+70	+48	+56	+64	
Round steak.....	do.	20.5	30.6	39.0	37.0	36.3	30.4	31.6	33.3	+49	+90	+80	+77	+48	+54	+62	
Rib roast.....	do.	18.8	25.8	32.6	31.4	31.0	26.7	27.5	28.6	+37	+73	+67	+65	+42	+46	+52	
Chuck roast.....	do.	14.9	22.1	28.0	25.3	23.6	19.0	19.6	20.7	+48	+88	+70	+58	+28	+32	+39	
Plate beef.....	do.	11.1	17.2	21.9	18.4	16.9	12.8	12.9	13.3	+55	+97	+66	+52	+15	+16	+20	
Pork chops.....	do.	18.7	34.3	40.6	37.3	35.9	28.9	29.3	27.4	+83	+117	+99	+92	+55	+57	+47	
Bacon.....	do.	25.4	48.6	58.5	50.3	45.7	37.6	39.8	37.2	+91	+130	+98	+80	+48	+57	+46	
Ham.....	do.	25.1	43.6	53.6	50.3	48.4	44.2	45.1	44.7	+74	+114	+100	+93	+76	+80	+78	
Lamb, leg of.....	do.	18.0	30.8	36.1	36.4	36.7	33.9	36.3	35.9	+71	+101	+102	+104	+88	+102	+99	
Hens.....	do.	20.2	32.9	40.0	42.0	42.7	36.9	34.5	34.5	+63	+98	+108	+111	+83	+71	+71	
Salmon, canned.....	do.	129.2	129.2	32.1	37.1	39.5	33.3	31.3	31.2								
Milk, fresh.....	Quart.	8.9	13.4	15.6	16.6	16.3	13.6	13.7	14.2	+51	+75	+87	+83	+53	+54	+60	
Milk, evaporated.....	(²)			16.3	17.0	14.8	12.4	12.1	12.2								
Butter.....	Pound.	40.9	56.7	70.5	74.2	61.0	45.3	59.1	61.7	+39	+72	+81	+49	+11	+44	+51	
Oleomargarine.....	do.			39.6	43.5	37.3	29.3	28.9	30.6								
Nut margarine.....	do.			36.4	35.9	33.6	28.2	26.7	28.9								
Cheese.....	do.	22.2	34.5	44.5	43.4	38.6	32.9	37.3	37.4	+55	+100	+95	+74	+48	+68	+68	
Lard.....	do.	15.4	32.9	33.4	34.0	22.3	15.4	17.4	18.7	+114	+117	+121	+45	0	+13	+21	
Vegetable lard sub- stitute.....	do.			33.5	37.8	27.2	21.6	22.3	24.3								
Eggs, strictly fresh.....	Dozen	37.3	67.4	75.2	82.7	79.1	49.9	55.7	54.6	+81	+102	+122	+112	+34	+49	+46	
Eggs, storage.....	do.	25.7	52.4	59.9	62.5	68.7	39.3	40.0	38.6	+104	+133	+143	+167	+53	+56	+50	
Bread.....	Pound.	5.6	9.4	9.8	10.9	10.8	8.8	8.7	8.7	+68	+75	+95	+93	+57	+55	+55	
Flour.....	do.	3.3	6.6	6.6	8.1	6.7	4.9	4.9	4.5	+100	+100	+145	+103	+48	+48	+35	
Corn meal.....	do.	3.0	7.0	6.2	6.6	5.2	3.9	4.0	4.4	+133	+107	+120	+73	+30	+33	+47	
Rolled oats.....	do.			8.4	9.9	0.7	9.2	8.8	8.8								
Corn flakes.....	(³)			14.1	14.1	14.1	10.7	9.7	9.7								
Wheat cereal.....	(⁴)			25.9	28.8	30.1	26.6	25.0	24.3								
Macaroni.....	Pound.			19.5	19.8	21.6	20.3	19.8	19.6								
Rice.....	do.	8.6	11.7	13.8	18.1	11.9	9.3	9.5	9.8	+36	+60	+110	+38	+8	+10	+14	
Beans, navy.....	do.		18.5	14.9	12.2	8.9	8.2	10.9	10.1								
Potatoes.....	do.	1.6	3.2	3.2	5.4	3.0	3.3	2.1	2.8	+100	+100	+238	+88	+106	+31	+75	
Onions.....	do.		5.0	4.1	9.0	4.1	9.1	5.1	6.1								
Cabbage.....	do.			4.1	8.1	3.7	5.6	4.0	4.9								
Beans, baked.....	(⁵)			19.1	16.9	15.8	13.5	13.1	12.9								
Corn, canned.....	(⁶)			20.0	18.8	17.4	16.0	15.3	15.7								
Peas, canned.....	(⁵)			19.3	19.2	18.5	17.7	17.5	17.9								
Tomatoes, canned.....	(⁶)			17.6	15.4	12.4	13.2	12.7	13.0								
Sugar, granulated.....	Pound.	5.8	9.5	10.8	17.8	9.7	6.2	8.3	10.2	+64	+86	+207	+67	+7	+43	+76	
Tea.....	do.	54.3	62.3	69.2	72.0	72.1	68.3	68.7	71.0	+15	+27	+33	+33	+26	+27	+31	
Coffee.....	do.	29.9	30.4	35.0	49.1	38.5	35.7	37.0	38.2	+2	+17	+64	+20	+19	+24	+28	
Prunes.....	do.		16.4	19.8	29.1	24.2	18.8	20.0	17.9								
Raisins.....	do.		15.0	16.1	24.8	32.1	25.0	18.9	15.9								
Bananas.....	Dozen			37.0	40.9	41.9	36.6	37.1	38.8								
Oranges.....	do.			51.5	51.0	46.9	46.2	46.8	40.0								
All articles com- bined ⁶										+63	+88	+105	+75	+44	+47	+32	

¹ Both pink and red.

² 15-16 ounce can.

³ 8-ounce package.

⁴ 28-ounce package.

⁵ No. 2 can.

⁶ See note 2, p. 26.

Table 3 shows the changes in the retail price of each of 22 articles of food ³ as well as the changes in the amounts of these articles that could be purchased for \$1, each year, 1913 to 1923, and for January, 1924.

³ Although monthly prices of 43 food articles have been secured since January, 1919, prices of only 22 of these articles have been secured each month since 1913.

TABLE 3.—AVERAGE RETAIL PRICES OF SPECIFIED ARTICLES OF FOOD AND AMOUNT PURCHASABLE FOR \$1, IN EACH YEAR, 1913 TO 1923, AND IN JANUARY, 1924.

Year.	Sirloin steak.		Round steak.		Rib roast.		Chuck roast.		Plate beef.		Pork chops.	
	Average retail price.	Amt. for \$1.	Average retail price.	Amt. for \$1.	Average retail price.	Amt. for \$1.	Average retail price.	Amt. for \$1.	Average retail price.	Amt. for \$1.	Average retail price.	Amt. for \$1.
	Per lb.	Lbs.	Per lb.	Lbs.	Per lb.	Lbs.	Per lb.	Lbs.	Per lb.	Lbs.	Per lb.	Lbs.
1913.....	\$0.254	3.9	\$0.223	4.5	\$0.198	5.1	\$0.160	6.3	\$0.121	8.3	\$0.210	4.8
1914.....	.259	3.9	.236	4.2	.204	4.9	.167	6.0	.126	7.9	.220	4.5
1915.....	.257	3.9	.230	4.3	.201	5.0	.161	6.2	.121	8.3	.203	4.9
1916.....	.273	3.7	.245	4.1	.212	4.7	.171	5.8	.128	7.8	.227	4.4
1917.....	.315	3.2	.290	3.4	.249	4.0	.209	4.8	.157	6.4	.319	3.1
1918.....	.389	2.6	.369	2.7	.307	3.3	.266	3.8	.206	4.9	.390	2.6
1919.....	.417	2.4	.399	2.6	.325	3.1	.270	3.7	.202	5.0	.423	2.4
1920.....	.437	2.3	.395	2.5	.332	3.0	.262	3.8	.183	5.5	.423	2.4
1921.....	.388	2.6	.344	2.9	.291	3.4	.212	4.7	.143	7.0	.349	2.9
1922.....	.374	2.7	.323	3.1	.276	3.6	.197	5.1	.128	7.8	.330	3.0
1923.....	.391	2.6	.335	3.0	.284	3.5	.202	5.0	.129	7.8	.304	3.3
1924: January..	.390	2.6	.333	3.0	.286	3.5	.207	4.8	.133	7.5	.274	3.6
	Bacon.		Ham.		Lard.		Hens.		Eggs.		Butter. ¹	
	Per lb.	Lbs.	Per lb.	Lbs.	Per lb.	Lbs.	Per lb.	Lbs.	Per dz.	Dozs.	Per lb.	Lbs.
1913.....	\$0.270	3.7	\$0.269	3.7	\$0.158	6.3	\$0.213	4.7	\$0.345	2.9	\$0.383	2.6
1914.....	.275	3.6	.273	3.7	.156	6.4	.218	4.6	.353	2.8	.362	2.8
1915.....	.269	3.7	.261	3.8	.148	6.8	.208	4.8	.341	2.9	.358	2.8
1916.....	.287	3.5	.294	3.4	.175	5.7	.236	4.2	.375	2.7	.394	2.5
1917.....	.410	2.4	.382	2.6	.276	3.6	.286	3.5	.481	2.1	.487	2.1
1918.....	.529	1.9	.479	2.1	.333	3.0	.377	2.7	.569	1.8	.577	1.7
1919.....	.554	1.8	.534	1.9	.369	2.7	.411	2.4	.628	1.6	.678	1.5
1920.....	.523	1.9	.555	1.8	.295	3.4	.447	2.2	.681	1.5	.701	1.4
1921.....	.427	2.3	.488	2.0	.180	5.6	.397	2.5	.509	2.0	.517	1.9
1922.....	.398	2.5	.488	2.0	.170	5.9	.360	2.8	.444	2.3	.479	2.1
1923.....	.391	2.6	.455	2.2	.177	5.6	.350	2.9	.465	2.2	.554	1.8
1924: January..	.372	2.7	.447	2.2	.187	5.3	.345	2.9	.546	1.8	.617	1.6
	Cheese.		Milk.		Bread.		Flour.		Corn meal.		Rice. ¹	
	Per lb.	Lbs.	Per qt.	Qts.	Per lb.	Lbs.	Per lb.	Lbs.	Per lb.	Lbs.	Per lb.	Lbs.
1913.....	\$0.221	4.5	\$0.089	11.2	\$0.056	17.9	\$0.033	30.3	\$0.030	33.3	\$0.087	11.5
1914.....	.229	4.4	.089	11.2	.063	15.9	.034	29.4	.032	31.3	.088	11.4
1915.....	.223	4.3	.088	11.4	.070	14.3	.042	23.8	.033	30.3	.091	11.0
1916.....	.258	3.9	.091	11.0	.073	13.7	.044	22.7	.034	29.4	.091	11.0
1917.....	.332	3.0	.112	9.0	.092	10.9	.070	14.3	.058	17.2	.104	9.6
1918.....	.359	2.8	.139	7.2	.098	10.2	.067	14.9	.068	14.7	.129	7.8
1919.....	.426	2.3	.155	6.5	.100	10.0	.072	13.9	.064	15.6	.151	6.6
1920.....	.416	2.4	.167	6.0	.115	8.7	.081	12.3	.065	15.4	.174	5.7
1921.....	.340	2.9	.146	6.8	.099	10.1	.058	17.2	.045	22.2	.095	10.5
1922.....	.329	3.0	.131	7.6	.087	11.5	.051	19.6	.039	25.6	.095	10.5
1923.....	.369	2.7	.138	7.2	.087	11.5	.047	21.3	.041	24.4	.095	10.5
1924: January..	.374	2.7	.142	7.0	.087	11.5	.045	22.2	.044	22.7	.098	10.2
	Potatoes.		Sugar.		Coffee.		Tea.					
	Per lb.	Lbs.	Per lb.	Lbs.	Per lb.	Lbs.	Per lb.	Lbs.				
1913.....	\$0.017	58.8	\$0.055	18.2	\$0.298	3.4	\$0.544	1.8				
1914.....	.018	55.6	.059	16.9	.297	3.4	.546	1.8				
1915.....	.015	66.7	.066	15.2	.300	3.3	.545	1.8				
1916.....	.027	37.0	.080	12.5	.299	3.3	.546	1.8				
1917.....	.043	23.3	.093	10.8	.302	3.3	.582	1.7				
1918.....	.032	31.3	.097	10.3	.305	3.3	.648	1.5				
1919.....	.038	26.3	.113	8.8	.433	2.3	.701	1.4				
1920.....	.063	15.9	.194	5.2	.470	2.1	.733	1.4				
1921.....	.031	32.3	.080	12.5	.363	2.8	.697	1.4				
1922.....	.028	35.7	.073	13.7	.361	2.8	.681	1.5				
1923.....	.029	34.5	.101	9.9	.377	2.7	.695	1.4				
1924: January..	.028	35.7	.102	9.8	.382	2.6	.710	1.4				

Index Numbers of Retail Prices of Food in the United States.

IN TABLE 4 index numbers are given which show the changes in the retail prices of each of 22 food articles,⁴ by years from 1907 to 1923, and by months for 1923⁵ and for January, 1924. These index numbers, or relative prices, are based on the year 1913 as 100, and are computed by dividing the average price of each commodity for each month and each year by the average price of that commodity for 1913. These figures must be used with caution. For example, the relative price of rib roast for the year 1920 was 168, which means that the average money price for the year 1920 was 68 per cent higher than the average money price for the year 1913. The relative price of bacon for the year 1919 was 205 and for the year 1920, 194, which figures shows a drop of 11 points but a decrease of only 5 per cent in the year.

In the last column of Table 4 are given index numbers, showing the changes in the retail cost of all articles of food combined. From January, 1913, to December, 1920, 22 articles have been included in the index, and beginning with January, 1921, 43 articles have been used.⁴ For an explanation of the method used in making the link between the cost of the market basket of 22 articles, weighted according to the average family consumption in 1901, and the cost of the market basket based on 43 articles and weighted according to the consumption in 1918, see MONTHLY LABOR REVIEW for March, 1921 (p. 25).

The curve shown in the chart on page 32 pictures more readily to the eye the changes in the cost of the family market basket and the trend in the cost of the food budget than do the index numbers given in the table. The retail cost of the food articles included in the index has decreased since July, 1920, until the curve is brought down in January, 1924, to approximately where it was in August, 1917. The chart has been drawn on the logarithmic scale,⁶ because the percentages of increase or decrease are more accurately shown than on the arithmetic scale.

⁴ See note 2, p. 26.

⁵ For index numbers of each month, January, 1913, to December, 1920, see MONTHLY LABOR REVIEW or February, 1921, pp. 19-21.

⁶ For a discussion of the logarithmic chart see article on "Comparison of arithmetic and ratio charts," by Lucian W. Chaney, MONTHLY LABOR REVIEW for March, 1919, pp. 20-34. Also "The 'ratio' charts," by Prof. Irving Fisher, reprinted from Quarterly Publications of the American Statistical Association, June, 1917, 24 pp.

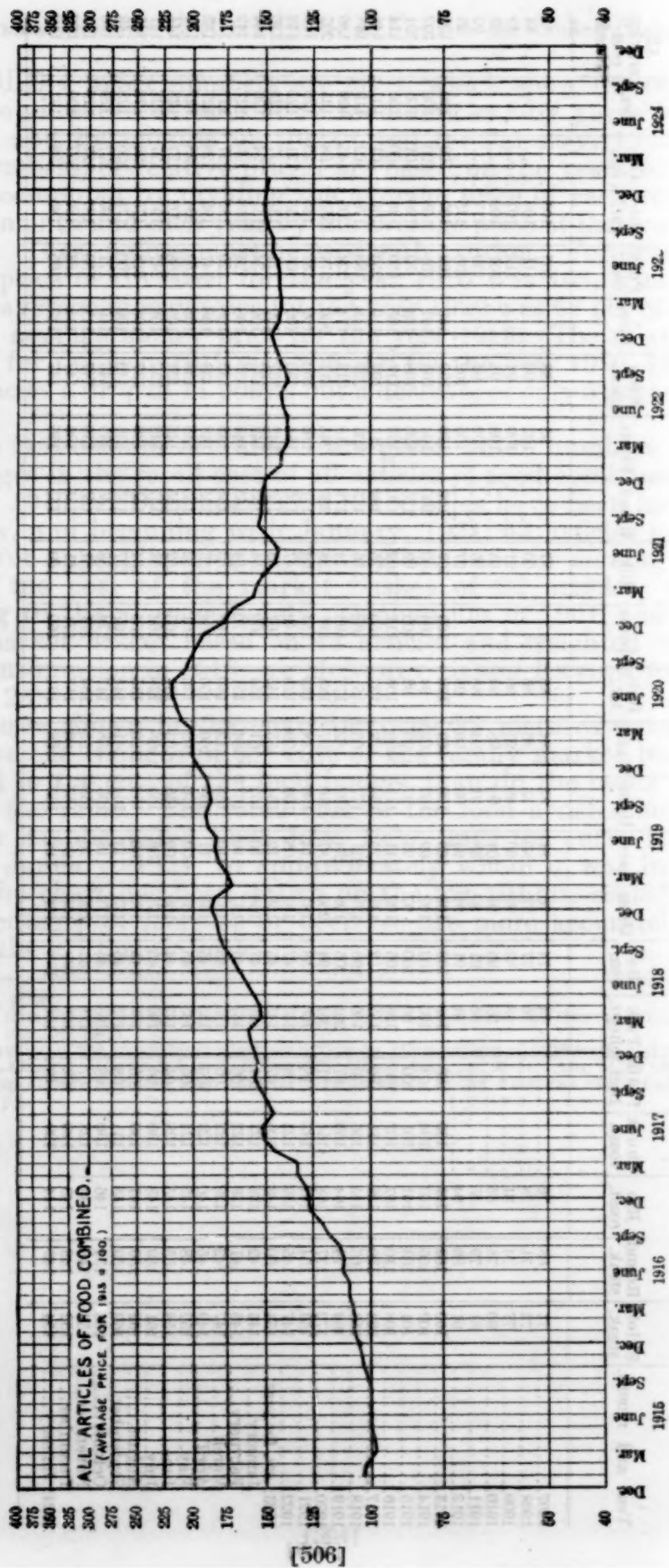
TABLE 4.—INDEX NUMBERS SHOWING CHANGES IN THE RETAIL PRICES OF THE PRINCIPAL ARTICLES OF FOOD IN THE UNITED STATES, BY YEARS,
1907 TO 1923, BY MONTHS FOR 1923 AND FOR JANUARY, 1924.

[Average for year 1913=100.]

Year and month.	Sirloin steak.	Round steak.	Rib roast.	Chuck roast.	Plate beef.	Pork chops.	Ba- con.	Ham.	Lard.	Hens.	Eggs.	But- ter.	Cheese	Milk.	Bread.	Flour.	Corn meal.	Rice.	Pota- tocs.	Su- gar.	Cof- fee.	Tea.	All articles com- bined.
1907.....	71	68	76	100	100	74	74	76	81	81	84	85	100	87	100	95	88	105	105	105	105	105	82
1908.....	73	71	78	100	100	76	77	78	80	83	86	86	100	90	100	102	92	105	108	108	108	108	84
1909.....	77	74	81	100	100	83	83	82	90	89	93	90	100	91	100	106	94	107	112	107	107	107	89
1910.....	80	78	85	100	100	85	85	91	94	94	98	94	100	96	100	108	95	108	109	109	109	109	93
1911.....	81	79	85	100	100	85	85	91	89	88	94	88	100	96	100	102	94	108	130	117	117	117	98
1912.....	91	89	94	100	100	91	91	91	94	93	99	98	100	97	100	105	102	105	135	115	115	115	98
1913.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
1914.....	102	106	103	104	104	105	102	102	99	102	102	94	104	100	100	100	105	101	108	108	108	108	102
1915.....	101	103	101	101	101	96	100	97	93	97	99	93	105	99	100	100	108	104	89	120	101	100	101
1916.....	108	110	107	107	106	108	106	109	111	111	109	103	117	102	130	135	113	105	150	146	108	100	102
1917.....	124	130	126	131	130	152	152	142	175	134	139	127	150	125	164	211	192	119	253	169	101	100	114
1918.....	153	165	155	166	170	186	196	178	211	177	165	151	162	156	175	203	227	148	188	176	102	119	146
1919.....	164	174	164	169	167	201	205	199	234	193	182	177	193	174	179	218	213	174	224	205	145	129	168
1920.....	172	177	168	164	151	201	194	206	187	210	197	183	188	188	205	245	217	200	371	353	158	135	203
1921.....	153	154	147	133	118	166	158	181	114	186	148	135	154	164	177	176	150	109	182	145	122	128	153
1922.....	147	145	139	123	106	157	147	181	108	169	129	125	149	147	155	155	130	109	165	133	121	125	142
1923: Av. for year.....	154	150	143	126	107	145	145	169	112	164	135	145	167	155	155	142	137	109	171	184	127	128	146
January.....	146	142	139	123	107	140	147	168	110	162	161	154	169	154	155	148	133	108	124	151	124	126	144
February.....	141	141	139	122	106	137	146	167	110	167	134	151	170	154	155	148	133	108	124	151	124	126	144
March.....	147	142	139	122	106	135	145	167	110	168	112	150	168	153	155	148	133	108	129	185	127	127	142
April.....	149	145	140	123	105	135	145	168	111	169	100	150	164	153	155	148	133	108	147	193	128	127	143
May.....	152	148	142	124	105	143	145	168	109	170	102	136	161	152	155	145	133	108	159	204	128	127	143
June.....	158	155	145	128	104	142	144	169	109	166	108	131	163	152	155	145	133	108	188	202	127	128	144
July.....	161	159	148	130	106	149	145	171	108	163	108	128	164	153	157	142	137	108	247	191	127	128	147
August.....	162	159	147	130	106	149	145	171	108	163	108	128	164	153	157	142	137	108	218	175	126	128	146
September.....	162	159	148	131	108	153	145	172	108	162	120	135	164	154	155	136	140	109	200	175	126	128	149
October.....	158	154	146	130	108	163	146	172	118	163	158	147	174	158	155	136	140	109	171	193	127	129	150
November.....	153	148	143	128	107	138	143	169	120	158	192	154	167	157	155	139	147	111	153	187	127	129	151
December.....	152	148	143	128	107	126	139	166	120	157	188	157	171	161	155	136	147	111	153	189	127	129	150
1924: January.....	154	149	144	129	110	130	138	166	118	162	158	161	169	160	155	136	147	113	165	185	128	131	149

[505]

TREND IN RETAIL PRICES OF FOOD FOR THE UNITED STATES, JANUARY, 1915, TO JANUARY, 1924.



[506]

Retail Prices of Food in 51 Cities on Specified Dates.

AVERAGE retail food prices are shown in Table 5 for 39 cities for January 15, 1913 and 1923, and for December 15, 1923, and January 15, 1924. For 12 other cities prices are shown for the same dates with the exception of January, 1913, as these cities were not scheduled by the bureau until after 1913.

TABLE 5.—AVERAGE RETAIL PRICES OF THE PRINCIPAL

[The prices shown in this table are computed from reports sent monthly to the Bureau by retail dealers.]

Article.	Unit.	Atlanta, Ga.				Baltimore, Md.				Birmingham, Ala.			
		Jan. 15—		Dec. 15, 1923.	Jan. 15, 1924.	Jan. 15—		Dec. 15, 1923.	Jan. 15, 1924.	Jan. 15—		Dec. 15, 1923.	Jan. 15, 1924.
		1913	1923			1913	1923			1913	1923		
		Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.
Sirloin steak.....	Pound.....	23.0	33.2	34.4	35.6	20.7	35.8	36.8	36.9	25.0	33.2	36.4	36.6
Round steak.....	do.....	20.5	29.8	30.6	31.2	19.0	32.6	33.8	33.6	19.6	29.4	32.7	32.6
Rib roast.....	do.....	17.5	25.3	27.0	26.4	17.0	29.0	29.4	29.6	19.9	25.9	26.8	26.5
Chuck roast.....	do.....	13.5	19.0	19.9	20.0	15.0	19.5	19.8	20.2	15.1	20.0	20.9	21.4
Plate beef.....	do.....	9.8	11.9	11.9	11.8	10.8	13.3	13.6	13.6	10.0	12.3	13.2	13.6
Pork chops.....	do.....	21.0	28.2	24.9	25.9	18.0	30.3	24.5	24.8	19.4	28.4	27.2	27.0
Bacon, sliced.....	do.....	32.0	36.1	34.3	35.6	21.3	35.3	33.3	33.0	31.3	41.3	37.8	38.6
Ham, sliced.....	do.....	28.5	45.5	44.1	44.1	29.0	48.5	49.7	49.6	30.0	46.3	45.6	43.8
Lamb, leg of.....	do.....	20.0	35.9	34.5	34.4	17.3	37.8	37.3	37.4	20.0	36.7	38.6	38.2
Hens.....	do.....	19.5	31.1	32.0	32.9	20.0	36.6	35.2	35.6	18.7	31.4	31.3	31.2
Salmon, canned, red.....	do.....		28.9	29.6	29.5		26.4	26.5	26.4		30.3	30.0	30.2
Milk, fresh.....	Quart.....	10.0	16.7	20.0	19.3	8.8	13.0	13.0	13.0	10.3	19.0	19.0	19.0
Milk, evaporated.....	15-16 oz. can.....		13.9	14.1	14.1		11.9	12.0	11.7		13.2	13.4	13.2
Butter.....	Pound.....	42.4	58.1	58.6	58.9	42.8	64.1	65.6	65.6	44.0	60.0	61.6	61.7
Oleomargarine.....	do.....		32.0	32.8	33.1		25.8	28.0	28.4		33.3	34.4	34.3
Nut margarine.....	do.....		26.7	26.5	28.8		26.1	27.5	26.8		30.1	32.9	33.2
Cheese.....	do.....	25.0	37.3	36.4	36.1	23.3	37.1	37.4	36.8	23.0	37.8	37.7	37.0
Lard.....	do.....	14.8	17.8	18.9	18.7	14.0	17.0	18.8	18.3	15.3	17.8	19.0	18.3
Vegetable lard substitute.....	do.....		19.8	22.9	23.2		21.9	23.8	24.1		18.6	20.5	20.8
Eggs, strictly fresh.....	Dozen.....	30.6	50.0	59.1	52.8	33.8	55.8	66.9	52.2	33.8	51.8	66.9	55.3
Eggs, storage.....	do.....	25.0	41.0	40.6	40.8	25.0	37.5	40.4	36.8	25.0	42.2	42.9	41.9
Bread.....	Pound.....	6.0	9.1	9.1	9.1	5.4	8.4	8.8	8.8	6.4	8.8	8.8	8.8
Flour.....	do.....	3.6	5.3	5.2	5.3	3.2	4.6	4.3	4.2	3.8	5.8	5.5	5.4
Corn meal.....	do.....	2.4	3.2	3.8	3.7	2.6	3.1	3.7	3.4	2.1	3.1	3.6	3.5
Rolled oats.....	do.....		9.2	8.8	9.1		8.9	8.5	8.5		9.6	9.3	9.3
Corn flakes.....	8-oz. pkg.....		9.6	9.7	9.7		9.1	8.9	8.7		10.1	10.1	10.1
Wheat cereal.....	28-oz. pkg.....		26.0	26.5	26.2		23.9	22.6	22.5		26.6	26.0	26.1
Macaroni.....	Pound.....		21.3	20.7	20.9		19.4	18.9	18.5		19.5	19.1	18.9
Rice.....	do.....	8.6	8.7	8.8	8.9	9.0	8.9	9.6	9.7	8.2	9.3	9.7	9.6
Beans, navy.....	do.....		12.6	12.7	12.1		10.9	9.9	9.7		11.6	12.0	11.5
Potatoes.....	do.....	2.0	3.0	3.7	3.6	1.7	2.1	2.7	2.9	1.9	3.2	3.7	4.0
Onions.....	do.....		6.9	8.0	8.1		5.7	6.4	6.2		5.9	7.0	7.1
Cabbage.....	do.....		5.3	5.5	6.2		4.5	4.0	5.9		5.2	5.2	6.4
Beans, baked.....	No. 2 can.....		13.6	13.3	12.5		12.4	11.7	12.0		14.6	14.2	13.8
Corn, canned.....	do.....		15.9	16.0	16.0		15.0	14.4	15.0		15.7	16.2	16.5
Peas, canned.....	do.....		17.8	18.1	18.3		16.3	16.6	16.2		20.1	20.8	20.8
Tomatoes, canned.....	do.....		12.9	13.4	13.5		11.6	11.5	12.2		11.5	12.4	12.3
Sugar, granulated.....	Pound.....	6.1	8.7	11.0	10.8	5.1	7.5	10.0	9.7	5.7	8.4	10.7	10.6
Tea.....	do.....	60.0	91.0	93.6	92.8	56.0	65.8	66.9	67.4	61.3	82.4	85.0	85.2
Coffee.....	do.....	32.0	37.0	36.9	37.5	25.2	32.7	32.7	33.5	28.8	37.4	38.3	38.3
Prunes.....	do.....		20.9	18.4	19.1		18.5	16.8	16.5		20.7	19.0	19.7
Raisins.....	do.....		20.3	17.3	17.1		16.6	14.1	13.9		20.5	18.2	17.8
Bananas.....	Dozen.....		24.1	26.7	27.9		27.6	28.2	28.6		34.2	38.3	37.5
Oranges.....	do.....		37.5	32.5	32.6		47.6	40.1	39.3		37.8	37.6	36.7

¹ The steak for which prices are here quoted is called "sirloin" in this city, but in most of the other cities included in this report it would be known as "porterhouse" steak.

ARTICLES OF FOOD IN 51 CITIES ON SPECIFIED DATES.

As some dealers occasionally fail to report, the number of quotations varies from month to month.]

Boston, Mass.				Bridgeport, Conn.				Buffalo, N. Y.				Butte, Mont.				Charleston, S. C.			
Jan. 15—		Dec. 15, 1923.	Jan. 15, 1924.	Jan. 15, 1923.	Dec. 15, 1923.	Jan. 15, 1924.	Jan. 15—		Dec. 15, 1923.	Jan. 15, 1924.	Jan. 15, 1923.	Dec. 15, 1923.	Jan. 15, 1924.	Jan. 15—		Dec. 15, 1923.	Jan. 15, 1924.		
1913	1923						1913	1923							1913	1923			
Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.		
135.2	159.8	161.5	163.4	43.5	47.0	47.4	20.3	36.2	36.5	36.9	28.1	26.9	28.2	21.2	34.5	33.2	33.6		
32.0	46.4	50.2	51.3	36.6	40.2	39.5	18.3	29.8	31.0	31.0	25.0	23.3	24.0	20.0	31.4	29.8	30.9		
23.4	35.8	37.7	38.1	33.5	35.7	35.7	17.0	26.9	27.9	28.1	22.5	20.3	22.3	19.4	28.6	26.4	27.3		
16.3	22.8	25.4	24.9	23.4	26.0	26.3	14.7	20.1	20.5	21.2	16.0	14.8	15.9	14.5	21.8	19.6	20.5		
.....	15.0	17.1	15.9	10.5	11.3	10.7	10.7	12.3	12.5	12.3	11.3	10.2	11.0	11.4	14.3	14.5	13.4		
20.0	31.8	29.9	30.0	30.1	28.5	29.1	18.0	31.0	27.3	28.9	29.6	25.3	25.6	22.8	30.5	25.9	27.7		
24.4	38.4	36.1	36.8	46.2	44.1	42.9	20.3	34.1	31.2	30.8	46.8	46.8	47.7	23.3	37.9	34.6	34.0		
28.3	50.6	50.2	49.6	53.5	51.0	49.5	24.0	45.9	44.2	44.9	51.8	52.3	51.4	26.0	43.5	41.8	42.3		
21.3	39.6	37.6	37.4	37.5	36.5	35.6	17.5	32.2	30.0	30.0	31.0	30.0	31.9	20.0	44.4	39.0	39.5		
22.0	39.7	37.3	38.6	38.7	37.6	38.0	19.0	35.5	34.1	35.4	30.5	25.7	30.0	21.2	36.9	34.7	34.4		
.....	29.0	29.2	29.8	30.3	30.4	29.4	.....	27.5	27.9	27.9	36.8	37.5	38.5	.....	27.0	26.6	26.8
8.9	14.5	15.4	14.9	15.0	15.0	15.0	8.0	13.0	13.5	12.8	14.2	14.3	14.3	11.7	18.0	18.0	18.0		
.....	12.5	12.8	12.8	12.3	12.5	12.4	.....	11.8	11.9	11.8	12.3	12.5	12.3	.....	12.0	12.0	12.0
38.5	59.6	59.1	60.8	56.9	59.3	61.1	40.2	60.0	61.6	62.1	56.5	55.8	56.2	40.2	57.5	56.8	58.6		
.....	30.7	31.1	31.1	27.3	29.6	30.2	.....	27.6	29.5	29.7	30.5	.....	.....	.....	28.2	30.0	30.1
.....	26.0	28.0	27.6	27.3	27.0	28.0	.....	25.5	28.1	28.1	30.3	33.5	33.7	.....	28.0	30.0	31.0
23.1	38.5	39.2	38.8	37.4	39.5	39.5	21.5	35.8	37.2	37.4	38.3	39.6	39.6	20.5	36.0	35.1	34.9		
15.4	18.1	19.7	19.6	17.3	18.6	18.4	14.1	16.6	18.0	17.9	21.4	21.7	21.7	13.9	18.6	20.3	20.3		
.....	24.3	25.2	24.3	23.2	24.4	24.8	.....	21.1	23.2	23.5	26.7	26.3	27.1	.....	20.6	23.6	23.5
41.0	71.2	86.9	69.8	75.0	83.8	67.6	37.7	60.3	72.3	57.8	66.5	70.6	66.9	32.5	52.4	65.0	52.6		
26.4	45.6	47.2	42.2	44.4	47.6	42.6	23.3	37.8	38.8	35.8	40.0	42.2	37.8	24.8	37.0	37.9	36.6		
5.9	8.4	8.4	8.4	8.4	8.5	8.4	5.6	8.3	8.5	8.2	9.7	9.7	9.7	6.0	9.5	10.2	10.8		
3.7	5.5	5.0	5.0	4.8	4.5	4.5	2.9	4.3	4.0	4.0	5.4	4.9	5.0	3.7	5.9	5.7	5.7		
3.5	4.5	5.0	5.1	6.5	7.0	7.1	2.5	3.6	4.1	4.2	3.9	4.5	4.1	2.3	3.0	3.6	3.4		
.....	8.4	8.9	8.8	8.4	8.3	8.4	.....	7.8	7.6	7.9	6.9	6.7	6.8	.....	9.5	9.3	9.3
.....	10.0	9.5	9.6	9.5	9.3	9.5	.....	9.3	9.1	9.1	11.9	12.3	12.1	.....	10.0	9.9	9.9
.....	25.0	24.3	23.7	24.0	23.4	23.5	.....	24.9	23.8	23.8	28.8	28.3	28.3	.....	25.0	24.9	24.7
.....	23.1	22.9	23.0	23.7	23.7	23.2	.....	21.7	22.0	21.7	21.3	21.3	20.6	.....	20.5	19.8	19.6
9.2	11.0	10.9	11.3	10.4	10.0	10.1	9.3	9.0	9.4	9.2	9.8	9.6	10.3	5.5	6.3	6.8	6.9		
.....	10.5	10.3	10.3	11.4	11.0	11.1	.....	10.7	10.4	10.3	9.5	10.6	10.8	.....	11.5	11.6	11.4
1.7	2.2	2.6	2.7	2.2	2.7	2.9	1.4	1.7	2.2	2.2	1.2	1.8	1.8	2.0	2.7	2.8	3.1		
.....	6.1	6.4	6.4	5.1	6.7	6.8	.....	5.1	6.8	6.9	3.7	5.2	5.0	.....	5.2	6.2	6.5
.....	5.0	4.9	5.2	4.3	4.8	5.3	.....	2.6	3.4	3.7	3.1	2.9	3.8	.....	3.8	4.4	4.4
.....	14.5	14.7	14.7	12.0	11.5	12.8	.....	11.2	11.1	10.9	17.9	17.0	16.7	.....	11.6	10.8	10.9
.....	18.6	19.0	18.6	18.4	19.3	19.1	.....	14.6	14.9	15.1	15.7	15.0	15.0	.....	14.6	14.1	14.3
.....	21.4	21.4	21.2	20.5	21.1	21.5	.....	16.0	15.9	16.7	16.5	16.0	16.1	.....	18.2	18.2	18.2
.....	14.1	12.3	12.1	12.6	13.5	13.5	.....	13.0	13.6	13.8	15.1	15.0	15.3	.....	10.5	10.7	10.7
5.8	8.2	10.5	10.3	7.9	10.4	10.7	5.5	8.0	10.0	9.8	9.7	12.7	12.3	5.3	7.8	10.2	9.8		
58.6	68.4	70.2	70.4	57.1	58.0	57.8	45.0	61.2	62.9	62.3	80.0	82.5	82.5	50.0	71.4	71.6	71.6		
33.0	42.8	43.2	43.2	34.6	36.1	37.4	29.3	34.9	34.7	35.1	45.0	45.7	46.9	26.0	32.6	32.6	32.6		
.....	21.4	17.9	17.8	19.9	17.9	18.8	.....	18.9	18.2	18.2	20.6	17.5	18.8	.....	19.8	17.5	17.7
.....	18.4	15.5	15.1	18.3	15.5	15.4	.....	17.6	14.4	14.3	20.8	19.0	19.3	.....	18.5	15.7	15.4
.....	53.3	51.1	48.6	36.7	38.0	38.0	.....	46.8	46.9	48.6	15.3	16.7	16.9	.....	38.1	47.5	40.7
.....	53.6	40.1	42.0	47.7	39.6	39.5	.....	51.5	48.4	46.8	42.7	43.2	43.3	.....	36.8	29.0	29.8

² Per pound.

TABLE 5.—AVERAGE RETAIL PRICES OF THE PRINCIPAL ARTI

Article.	Unit.	Chicago, Ill.				Cincinnati, Ohio.				Cleveland, Ohio.			
		Jan. 15—		Dec. 15, 1923.	Jan. 15, 1924.	Jan. 15—		Dec. 15, 1923.	Jan. 15, 1924.	Jan. 15—		Dec. 15, 1923.	Jan. 15, 1924.
		1913	1923			1913	1923			1913	1923		
Sirloin steak.....	Pound.....	Cts. 21.0	Cts. 38.1	Cts. 40.9	Cts. 40.6	Cts. 21.0	Cts. 33.0	Cts. 34.1	Cts. 33.8	Cts. 22.3	Cts. 34.2	Cts. 35.4	Cts. 35.9
Round steak.....	do.....	18.2	29.3	31.6	31.1	18.8	29.5	30.2	29.9	18.8	28.0	28.8	29.3
Rib roast.....	do.....	18.2	29.3	31.3	31.2	18.3	27.1	27.1	27.6	17.8	24.6	25.8	25.8
Chuck roast.....	do.....	14.3	19.4	21.1	20.2	13.6	17.7	17.6	17.8	14.7	19.3	20.0	20.9
Plate beef.....	do.....	10.9	12.3	12.3	12.3	10.0	14.2	13.8	14.2	10.4	11.3	11.6	11.8
Pork chops.....	do.....	16.0	25.6	23.5	24.3	18.6	27.3	23.2	24.5	17.5	28.4	25.7	28.4
Bacon, sliced.....	do.....	31.3	44.4	42.2	41.2	22.4	34.0	30.9	30.0	23.9	40.1	38.3	38.9
Ham, sliced.....	do.....	30.8	46.4	46.9	46.6	25.3	45.0	46.1	45.7	32.0	46.2	48.5	49.4
Lamb, leg of.....	do.....	18.7	34.0	34.9	34.8	16.2	34.3	32.3	33.2	17.3	34.1	32.3	34.1
Hens.....	do.....	17.4	31.1	29.2	31.1	21.6	34.0	32.9	35.8	19.3	36.3	34.3	35.7
Salmon, canned, red.....	do.....		32.2	33.4	32.5		27.9	28.3	28.0		29.4	29.5	29.3
Milk, fresh.....	Quart.....	8.0	13.0	14.0	14.0	8.0	12.0	14.0	14.0	8.8	14.0	14.0	14.0
Milk, evaporated.....	15-16 oz. can.....		11.2	11.5	11.5		11.5	11.4	11.5		11.7	11.6	11.5
Butter.....	Pound.....	39.9	58.3	60.9	61.4	41.4	59.0	60.5	63.4	41.8	61.6	64.4	64.8
Oleomargarine.....	do.....		25.2	27.2	27.0		29.6	31.8	32.1		29.6	31.6	31.6
Nut margarine.....	do.....		24.0	26.4	25.6		27.4	29.2	28.4		27.4	29.9	30.4
Cheese.....	do.....	25.0	39.8	40.5	39.9	21.6	38.0	37.8	36.9	23.0	36.4	37.5	37.2
Lard.....	do.....	14.8	17.0	18.8	18.8	13.3	15.6	17.6	17.1	15.8	17.9	19.9	20.0
Vegetable lard substitute.....	do.....		22.8	25.0	25.3		22.3	24.3	24.3		23.5	25.8	24.9
Eggs, strictly fresh.....	Dozen.....	32.7	56.5	64.0	55.2	30.3	51.3	58.2	51.2	35.0	61.2	64.4	53.7
Eggs, storage.....	do.....	23.8	38.5	39.7	37.9	23.3	36.6	37.7	35.2	24.5	41.6	43.3	40.8
Bread.....	Pound.....	6.1	9.7	9.7	9.7	4.8	8.4	8.4	8.4	5.5	7.9	7.9	7.9
Flour.....	do.....	2.8	4.2	4.1	4.0	3.4	4.6	4.4	4.4	3.2	4.7	4.6	4.5
Corn meal.....	do.....	2.9	5.4	5.2	5.2	2.6	2.9	3.7	3.7	2.8	3.8	4.3	4.2
Rolled oats.....	do.....		8.1	8.5	8.8		8.7	8.5	8.4		8.6	8.8	8.8
Corn flakes.....	8-oz. pkg.....		9.6	9.3	9.3		9.4	9.2	9.2		9.9	9.9	10.0
Wheat cereal.....	28-oz. pkg.....		23.9	23.5	23.5		23.8	23.0	22.9		24.7	24.3	24.6
Macaroni.....	Pound.....		17.9	18.4	18.4		16.4	16.0	16.4		19.0	20.2	19.6
Rice.....	do.....	9.0	10.1	10.5	10.3	8.8	8.9	9.6	9.8	8.5	9.0	9.7	9.9
Beans, navy.....	do.....		11.2	10.6	10.2		10.5	8.8	8.3		10.2	9.6	9.4
Potatoes.....	do.....	1.3	1.9	2.3	2.6	1.4	2.0	2.2	2.7	1.4	2.1	2.4	2.3
Onions.....	do.....		4.8	5.9	5.8		5.2	5.3	5.2		4.7	5.7	5.9
Cabbage.....	do.....		5.0	3.9	4.7		3.8	4.0	4.5		3.9	4.3	4.8
Beans, baked.....	No. 2 can.....		13.0	12.7	12.8		11.5	11.6	11.7		12.7	12.9	12.7
Corn, canned.....	do.....		14.3	15.2	15.4		14.0	14.2	14.3		16.1	16.3	16.1
Peas, canned.....	do.....		15.9	17.1	17.4		16.3	16.8	17.4		17.1	17.2	17.4
Tomatoes, canned.....	do.....		13.5	14.1	14.1		12.4	12.8	13.0		13.6	13.5	14.0
Sugar, granulated.....	Pound.....	5.3	7.7	9.6	9.6	5.7	8.0	10.1	10.0	5.6	8.2	10.3	10.3
Tea.....	do.....	53.3	69.2	72.5	73.5	60.0	68.1	72.8	73.3	50.0	69.3	69.6	67.9
Coffee.....	do.....	30.0	36.2	38.0	37.8	25.6	32.0	33.1	33.5	26.5	39.8	40.6	41.4
Prunes.....	do.....		20.7	19.3	18.3		19.9	18.7	18.6		19.7	18.2	17.6
Raisins.....	do.....		19.4	16.8	16.9		18.7	16.2	16.0		19.1	16.0	15.6
Bananas.....	Dozen.....		38.1	40.8	40.9		38.2	45.8	45.8		48.5	50.8	49.4
Oranges.....	do.....		51.8	42.6	41.2		42.3	33.0	33.7		49.7	40.5	41.8

¹ The steak for which prices are here quoted is called "rump" in this city, but in most of the other cities included in this report it would be known as "porterhouse" steak.

ARTICLES OF FOOD IN 51 CITIES ON SPECIFIED DATES—Continued.

Columbus, Ohio.		Dallas, Tex.				Denver, Colo.				Detroit, Mich.				Fall River, Mass.				
Jan. 15, 1923.	Dec. 15, 1923.	Jan. 15, 1924.	Jan. 15—		Dec. 15, 1923.	Jan. 15, 1924.	Jan. 15—		Dec. 15, 1923.	Jan. 15, 1924.	Jan. 15—		Dec. 15, 1923.	Jan. 15, 1924.	Jan. 15—		Dec. 15, 1923.	Jan. 15, 1924.
Cts.	Cts.	Cts.	1913	1923	Cts.	Cts.	1913	1923	Cts.	Cts.	1913	1923	Cts.	Cts.	1913	1923	Cts.	Cts.
35.4	35.9	38.0	19.6	33.7	33.5	34.2	22.0	28.6	28.6	29.4	22.8	35.0	36.3	38.0	130.0	155.9	57.8	57.9
28.8	29.3	36.8	18.8	30.8	30.6	30.2	19.0	23.7	24.2	25.0	18.0	27.5	28.8	29.7	24.0	41.5	42.1	42.5
25.0	25.8	28.0	17.6	26.5	26.8	26.8	15.9	21.1	21.0	22.1	18.0	25.5	25.8	27.8	22.6	27.3	27.9	29.1
20.0	20.9	21.8	15.4	21.2	21.7	21.0	14.0	16.3	16.5	16.8	14.5	18.3	19.5	19.9	16.7	20.2	20.5	21.3
11.6	11.8	14.4	11.8	14.6	15.7	15.6	9.1	9.6	9.7	10.1	10.6	11.9	12.1	12.3	.....	12.5	12.2	13.1
25.7	28.4	27.6	24.0	25.3	20.0	29.7	28.8	28.5	17.5	27.2	24.5	25.3	16.5	28.6	25.7	27.7	18.3	28.4
38.3	38.9	36.6	37.2	38.5	36.0	40.4	37.9	37.5	26.3	42.6	40.3	41.0	21.0	39.6	37.8	37.5	24.8	38.7
48.5	49.4	44.5	44.5	45.8	28.8	50.0	49.6	27.0	49.2	47.8	48.0	23.5	47.4	47.9	48.4	28.7	47.0	46.4
32.3	34.1	36.9	40.4	40.6	20.5	40.0	41.9	38.3	15.0	33.9	33.6	34.4	16.0	37.2	36.0	35.6	18.5	38.6
34.3	35.7	32.0	31.3	33.3	17.9	29.1	29.3	28.8	20.4	28.4	27.9	28.7	18.8	34.6	33.9	34.2	23.7	43.2
29.5	29.3	31.6	32.2	32.2	31.1	30.5	30.5	.....	33.8	32.8	32.4	.....	30.0	29.8	30.1	.....	30.5	31.3
14.0	14.0	12.0	13.0	13.0	10.0	15.0	15.0	8.4	11.8	11.7	11.7	9.0	14.0	14.0	14.0	9.0	14.0	15.0
11.6	11.5	11.9	11.9	11.8	13.3	14.0	14.0	.....	11.6	12.1	12.1	.....	11.8	11.8	11.6	.....	13.1	13.4
64.4	64.8	58.6	60.8	63.0	40.0	55.5	59.6	61.5	40.0	54.2	56.7	59.0	39.7	60.5	61.7	61.8	38.1	56.3
31.6	31.6	27.2	30.2	30.2	29.8	31.5	34.0	.....	28.2	31.8	31.4	.....	28.1	30.1	30.3	.....	30.7	31.7
29.9	30.4	25.6	28.0	28.4	29.6	31.8	32.7	.....	28.0	29.6	29.8	.....	26.9	27.2	27.6	.....	29.0	29.0
37.5	37.2	36.8	37.6	37.1	20.0	37.1	37.8	36.9	26.1	38.7	39.6	39.6	21.3	37.5	37.0	37.1	23.6	37.4
19.9	20.0	15.3	17.4	16.7	16.2	20.4	22.2	22.8	15.6	19.1	19.3	19.3	15.6	17.2	19.6	19.0	15.0	16.8
25.8	24.9	22.1	24.7	24.5	19.8	20.6	21.9	.....	21.9	22.6	25.2	.....	23.0	24.6	24.9	.....	23.0	25.5
64.4	53.7	54.0	57.8	52.2	34.0	44.5	56.6	51.9	37.0	49.0	60.9	56.3	35.0	62.2	63.9	59.6	42.8	83.8
43.3	40.8	37.6	39.7	35.0	30.0	43.0	.....	25.0	38.7	40.5	36.1	25.2	40.2	41.7	38.3	27.2	45.1	44.9
7.9	7.9	7.9	7.7	5.5	9.0	8.7	8.7	5.4	8.2	7.8	7.7	5.6	8.6	8.6	8.8	6.2	9.1	8.9
4.6	4.5	4.6	4.2	4.1	3.3	4.8	4.5	4.5	2.6	3.8	3.6	3.1	4.4	4.2	4.1	3.3	5.1	4.9
4.3	4.2	3.2	3.5	3.7	2.7	3.6	4.4	4.6	2.5	3.4	3.5	3.3	2.8	4.4	4.7	4.8	3.6	6.0
8.8	8.8	9.9	9.1	9.4	10.6	10.7	10.5	.....	8.9	9.1	8.9	.....	9.0	8.9	8.9	.....	9.6	9.7
9.9	10.0	9.8	10.1	9.7	10.8	10.7	10.6	.....	9.9	9.9	10.0	.....	9.1	9.1	9.0	.....	10.0	10.0
24.3	24.6	24.8	24.6	24.6	26.5	25.3	25.3	.....	25.1	24.5	24.8	.....	24.1	24.1	24.1	.....	27.5	26.1
20.2	19.6	19.3	18.7	18.8	21.0	21.2	21.0	.....	20.5	20.4	20.0	.....	19.1	19.3	19.1	.....	24.0	23.6
9.7	9.9	10.0	10.3	10.7	10.2	10.7	11.2	8.6	9.5	9.7	9.7	8.4	9.9	9.9	9.6	10.0	9.9	10.4
9.6	9.4	10.7	8.9	8.9	11.2	11.8	11.8	.....	11.5	11.3	11.4	.....	10.5	8.6	8.3	.....	10.9	10.3
2.4	2.3	1.8	2.1	2.5	2.0	3.3	4.3	4.1	1.2	1.7	2.3	2.4	1.3	1.3	1.6	1.9	1.8	2.3
5.7	5.9	5.5	7.7	7.3	6.8	7.1	7.6	.....	3.7	5.1	5.1	.....	4.7	5.5	5.3	.....	6.1	6.8
4.3	4.8	4.4	4.9	4.7	5.1	5.4	5.9	.....	2.4	2.6	3.2	.....	3.9	4.2	5.1	.....	5.3	4.4
2.9	12.7	13.4	13.7	13.7	14.7	14.8	14.9	.....	14.3	14.3	14.2	.....	12.1	12.0	11.9	.....	13.1	12.9
6.3	16.1	12.6	13.1	12.8	17.3	16.6	17.2	.....	14.6	15.3	15.0	.....	15.2	15.8	15.6	.....	16.6	16.2
7.2	17.4	15.1	15.5	16.0	21.4	21.7	22.1	.....	16.2	16.6	16.8	.....	17.1	17.2	17.5	.....	18.2	17.6
3.5	14.0	13.5	13.7	13.6	13.8	14.2	14.3	.....	12.9	13.2	13.9	.....	13.1	12.9	12.7	.....	13.2	13.5
0.3	10.3	8.2	10.5	10.3	6.5	9.0	11.3	11.2	5.8	8.9	11.1	10.7	5.2	8.0	9.9	9.8	5.5	8.4
9.6	67.9	76.7	80.5	78.6	66.7	91.4	93.2	97.6	52.8	68.3	66.0	67.3	43.3	66.5	63.7	64.3	44.2	59.6
0.6	41.4	36.5	38.5	38.9	36.7	42.0	43.4	43.8	29.4	36.4	37.1	38.3	29.3	37.8	37.8	37.6	33.0	38.4
8.2	17.6	21.3	20.1	20.3	23.3	19.2	19.0	.....	21.1	18.5	19.1	.....	20.3	17.1	17.7	.....	18.3	17.1
6.0	15.6	19.1	16.3	16.2	19.8	16.9	17.1	.....	20.0	16.6	16.1	.....	17.9	15.7	15.8	.....	19.3	17.1
0.8	48.4	39.1	40.5	41.5	33.6	35.0	35.0	.....	13.8	14.9	14.9	.....	33.7	37.4	36.4	.....	10.9	11.4
0.5	41.8	43.5	41.6	39.1	51.9	49.5	50.5	.....	48.7	45.2	39.8	.....	50.8	47.7	42.3	.....	47.9	37.7

*Per pound.

TABLE 5.—AVERAGE RETAIL PRICES OF THE PRINCIPAL ARTI

Article.	Unit.	Houston, Tex.			Indianapolis, Ind.				Jacksonville, Fla.			
		Jan.	Dec.	Jan.	Jan. 15—		Dec.	Jan.	Jan. 15—		Dec.	Jan.
		15, 1923.	15, 1923.	15, 1924.	1913	1923	15, 1923.	15, 1924.	1913	1923	15, 1923.	15, 1924.
Sirloin steak.....	Pound.....	Cts. 30.3	Cts. 28.6	Cts. 29.3	Cts. 23.5	Cts. 34.4	Cts. 35.0	Cts. 34.9	Cts. 26.0	Cts. 33.5	Cts. 33.9	Cts. 34.8
Round steak.....	do.....	29.2	27.5	27.9	20.3	32.2	33.4	33.9	20.3	27.8	27.8	29.2
Rib roast.....	do.....	24.7	23.8	23.5	16.3	24.6	24.9	25.5	23.3	24.8	26.2	27.6
Chuck roast.....	do.....	20.3	18.6	19.6	14.3	21.1	21.5	21.7	14.0	17.1	17.9	19.0
Plate beef.....	do.....	15.5	15.2	15.5	10.6	14.1	13.8	14.0	11.2	11.3	10.3	11.5
Pork chops.....	do.....	27.2	26.1	26.1	18.0	27.0	24.3	24.5	22.3	29.5	27.4	29.0
Bacon, sliced.....	do.....	46.2	45.4	43.5	27.7	38.1	33.4	33.3	26.8	37.3	33.9	33.9
Ham, sliced.....	do.....	46.2	45.4	45.4	28.8	47.6	46.4	46.6	25.7	43.0	45.3	44.5
Lamb, leg of.....	do.....	34.3	34.2	33.3	17.7	40.0	38.3	37.5	20.3	35.5	34.7	33.6
Hens.....	do.....	32.3	32.7	30.2	20.0	31.5	33.1	31.6	22.0	34.1	34.5	34.3
Salmon, canned, red.....	do.....	30.7	30.4	29.9	.....	37.0	37.1	35.4	.....	30.5	30.7	30.8
Milk, fresh.....	Quart.....	15.8	15.8	15.8	8.0	12.0	12.0	12.0	12.4	17.7	18.7	20.0
Milk, evaporated.....	15-16 oz. can.....	12.8	12.8	12.9	.....	11.6	11.6	11.6	.....	12.5	12.9	13.0
Butter.....	Pound.....	56.3	57.4	60.0	40.7	57.8	59.9	61.9	43.4	59.3	60.6	60.9
Oleomargarine.....	do.....	33.0	29.4	31.7	.....	28.9	30.4	30.6	.....	29.2	29.3	30.3
Nut margarine.....	do.....	29.5	29.9	30.8	.....	26.3	29.1	29.3	.....	29.0	27.2	28.7
Cheese.....	do.....	36.5	35.8	35.1	21.0	38.6	37.2	36.8	22.5	37.0	35.5	35.1
Lard.....	do.....	19.0	20.5	20.4	15.0	14.7	17.1	16.3	15.0	17.4	18.9	19.1
Vegetable lard substitute.....	do.....	19.2	17.5	18.2	.....	23.3	24.6	25.4	.....	21.4	22.5	23.1
Eggs, strictly fresh.....	Dozen.....	40.9	56.3	54.3	34.2	50.0	57.6	51.5	38.3	53.8	61.1	52.9
Eggs, storage.....	do.....	34.2	42.2	41.1	23.7	35.0	39.1	40.7	30.0	40.7	40.5	39.0
Bread.....	Pound.....	7.2	7.1	7.1	5.1	8.4	8.5	8.5	6.5	10.2	10.3	10.1
Flour.....	do.....	5.1	4.5	4.7	3.2	4.7	4.4	4.4	3.7	5.7	5.4	5.4
Corn meal.....	do.....	3.7	4.1	4.3	2.6	3.0	3.6	3.6	2.8	3.1	4.0	3.8
Rolled oats.....	do.....	9.0	8.7	9.0	.....	7.8	7.7	7.3	.....	9.5	9.2	9.3
Corn flakes.....	8-oz. pkg.....	9.7	9.7	9.7	.....	9.1	8.9	9.0	.....	9.7	9.7	9.7
Wheat cereal.....	28-oz. pkg.....	24.5	23.9	24.1	.....	25.1	24.3	24.4	.....	23.8	24.7	24.6
Macaroni.....	Pound.....	20.1	19.5	20.0	.....	18.6	18.6	18.9	.....	19.6	19.2	19.8
Rice.....	do.....	7.8	8.0	8.0	9.2	10.2	10.5	10.6	6.6	8.8	8.9	8.8
Beans, navy.....	do.....	10.4	10.5	10.4	.....	11.4	9.3	8.9	.....	11.4	10.9	11.0
Potatoes.....	do.....	3.4	3.8	4.2	1.3	1.5	1.8	2.4	2.3	2.9	3.8	3.7
Onions.....	do.....	5.6	6.0	6.4	.....	4.9	6.4	5.9	.....	6.1	6.9	7.2
Cabbage.....	do.....	4.6	4.8	5.5	.....	4.1	3.8	4.6	.....	4.8	5.1	5.6
Beans, baked.....	No. 2 can.....	13.6	13.3	13.3	.....	13.3	13.2	13.1	.....	12.2	11.9	12.1
Corn, canned.....	do.....	13.8	13.9	15.3	.....	13.5	13.5	13.6	.....	16.1	15.9	16.3
Peas, canned.....	do.....	19.4	17.3	18.0	.....	15.4	16.1	16.1	.....	16.0	17.3	17.2
Tomatoes, canned.....	do.....	12.1	11.8	12.2	.....	13.4	14.1	14.2	.....	10.9	11.0	11.3
Sugar, granulated.....	Pound.....	8.0	10.1	10.0	6.3	8.7	10.4	10.2	6.4	8.3	10.8	10.7
Tea.....	do.....	70.2	71.5	74.5	60.0	76.1	78.0	79.2	60.0	84.0	89.5	89.5
Coffee.....	do.....	32.7	32.9	34.5	31.3	37.9	38.5	39.4	34.5	40.1	39.8	39.4
Prunes.....	do.....	20.4	17.1	18.4	.....	21.1	19.1	19.5	.....	21.2	18.7	18.3
Raisins.....	do.....	19.4	16.0	16.2	.....	19.8	17.5	17.4	.....	20.2	18.0	17.3
Bananas.....	Dozen.....	28.1	30.6	31.5	.....	30.3	32.5	32.9	.....	24.3	35.0	35.0
Oranges.....	do.....	45.2	38.2	38.8	.....	44.2	40.3	37.6	.....	29.5	27.9	27.0

¹ The steak for which prices are here quoted is called "sirloin" in this city, but in most of the other cities included in this report it would be known as "porterhouse" steak.

IPAL ARTI

Other cities

⁴ Per pound.

TABLE 5.—AVERAGE RETAIL PRICES OF THE PRINCIPAL ARTI

Article.	Unit.	Memphis, Tenn.				Milwaukee, Wis.				Minneapolis, Minn.			
		Jan. 15—		Dec. 15,	Jan. 15,	Jan. 15—		Dec. 15,	Jan. 15,	Jan. 15—		Dec. 15,	Jan. 15,
		1913	1923	1923.	1924.	1913	1923	1923.	1924.	1913	1923	1923.	1924.
Sirloin steak.....	Pound.....	Cts. 20.0	Cts. 30.2	Cts. 33.6	Cts. 33.2	Cts. 20.5	Cts. 35.8	Cts. 36.8	Cts. 37.5	Cts. 20.0	Cts. 29.9	Cts. 29.0	Cts. 28.7
Round steak.....	do.....	16.8	26.4	28.4	28.8	18.5	31.2	31.8	32.5	17.7	25.1	25.1	25.9
Rib roast.....	do.....	18.2	22.4	24.5	24.0	17.3	26.2	27.0	27.3	16.5	23.4	22.8	23.9
Chuck roast.....	do.....	13.9	16.4	18.0	17.9	15.0	20.5	21.8	22.5	14.1	18.1	18.1	18.6
Plate beef.....	do.....	10.1	12.2	13.1	14.0	10.5	12.5	13.1	13.2	9.0	9.5	10.1	10.2
Pork chops.....	do.....	18.6	23.2	22.1	23.6	15.3	27.0	22.8	25.1	16.3	27.2	24.6	26.1
Bacon, sliced.....	do.....	29.1	38.2	34.8	36.2	25.5	40.4	37.8	38.4	25.0	42.6	38.5	38.1
Ham, sliced.....	do.....	26.4	45.4	43.5	43.8	26.0	43.5	43.5	43.5	27.5	45.8	43.1	42.5
Lamb, leg of.....	do.....	20.1	35.5	33.9	34.1	18.5	36.6	35.1	35.8	13.6	33.2	31.9	33.1
Hens.....	do.....	19.4	29.0	28.5	28.0	17.8	30.9	27.5	31.3	17.3	29.2	26.4	29.3
Salmon, canned, red.....	do.....	.....	36.1	35.9	35.4	.....	32.9	35.3	34.7	.....	36.9	37.2	36.0
Milk, fresh.....	Quart.....	10.0	15.0	15.0	14.7	7.0	10.0	11.0	11.0	7.5	11.0	12.0	12.0
Milk, evaporated.....	15-16 oz. can.....	.....	11.9	12.7	12.8	.....	11.3	11.7	11.7	.....	12.5	12.6	12.7
Butter.....	do.....	42.1	55.5	58.2	58.4	38.0	57.6	60.0	60.9	39.6	55.6	57.0	57.9
Oleomargarine.....	do.....	.....	30.0	26.0	28.6	.....	26.6	28.8	28.8	.....	26.4	28.9	28.4
Nut margarine.....	do.....	.....	26.2	25.0	25.1	.....	25.2	27.8	27.6	.....	24.9	26.2	26.6
Cheese.....	do.....	20.0	37.4	35.3	34.7	22.3	35.9	37.0	36.6	20.3	36.0	35.7	35.7
Lard.....	do.....	15.2	15.7	17.8	17.3	15.0	17.1	19.3	19.4	15.0	17.0	18.5	18.4
Vegetable lard substitute.....	do.....	.....	20.3	23.9	23.7	.....	22.5	25.4	25.3	.....	23.2	26.0	27.1
Eggs, strictly fresh.....	Dozen.....	31.4	49.5	57.0	50.6	34.6	51.0	63.0	52.5	31.5	49.9	51.1	44.2
Eggs, storage.....	do.....	25.0	41.2	43.2	37.5	25.3	34.8	36.4	35.5	23.0	33.6	37.7	33.7
Bread.....	Pound.....	6.0	9.1	9.0	9.0	5.6	8.9	8.8	8.8	5.7	9.0	9.0	9.0
Flour.....	do.....	3.6	5.4	5.1	5.1	3.1	4.3	4.1	4.1	2.8	4.6	4.3	4.3
Corn meal.....	do.....	2.1	2.9	3.4	3.7	3.3	3.9	4.3	4.5	2.4	4.0	4.1	4.4
Rollod oats.....	do.....	.....	9.1	9.1	9.5	.....	7.0	7.4	7.5	.....	8.7	8.6	8.4
Corn flakes.....	8-oz. pkg.....	.....	9.5	9.7	9.9	.....	9.2	9.2	9.4	.....	10.2	10.0	10.0
Wheat cereal.....	28-oz. pkg.....	.....	24.9	24.3	23.9	.....	24.3	24.0	24.2	.....	25.0	24.1	24.2
Macaroni.....	Pound.....	.....	17.8	18.0	18.4	.....	17.9	17.5	17.7	.....	17.6	17.5	17.8
Rice.....	do.....	8.0	8.2	8.1	8.4	9.0	10.1	10.3	10.2	8.6	9.3	9.7	9.7
Beans, navy.....	do.....	.....	11.4	10.0	10.0	.....	11.0	9.9	9.7	.....	10.3	9.7	9.6
Potatoes.....	do.....	1.6	2.5	3.0	3.2	1.2	1.4	2.0	2.1	1.0	1.5	1.6	1.7
Onions.....	do.....	.....	5.0	5.0	5.5	.....	4.8	6.3	6.3	.....	4.9	6.0	6.0
Cabbage.....	do.....	.....	4.2	3.3	4.6	.....	2.5	2.6	4.6	.....	3.1	3.4	3.7
Beans, baked.....	No. 2 can.....	.....	13.3	13.0	12.9	.....	11.7	11.6	11.9	.....	13.8	14.2	14.2
Corn, canned.....	do.....	.....	14.3	14.7	14.8	.....	15.0	15.6	15.7	.....	13.6	14.0	13.7
Peas, canned.....	do.....	.....	17.6	17.1	17.7	.....	15.1	15.4	16.1	.....	15.8	16.1	16.6
Tomatoes, canned.....	do.....	.....	12.8	12.7	12.7	.....	13.6	14.0	14.3	.....	14.6	14.8	14.8
Sugar, granulated.....	Pound.....	5.8	8.3	10.6	10.3	5.5	7.9	9.8	9.7	5.6	8.4	10.3	10.3
Tea.....	do.....	63.8	82.3	83.5	85.4	50.0	69.8	69.7	70.5	45.0	65.5	64.9	65.3
Coffee.....	do.....	27.5	37.1	37.7	38.3	27.5	34.0	34.0	35.0	30.8	41.3	42.2	42.5
Prunes.....	do.....	.....	20.2	18.2	18.3	.....	19.9	18.2	18.1	.....	20.9	19.0	18.8
Rasins.....	do.....	.....	18.7	16.7	16.5	.....	18.5	15.2	15.5	.....	19.4	16.7	16.4
Bananas.....	Dozen.....	.....	33.1	26.0	37.0	.....	10.4	12.5	12.5	.....	12.7	15.3	15.1
Oranges.....	do.....	.....	41.2	40.6	38.2	.....	40.0	47.9	43.8	.....	52.5	48.3	45.6

Whole.

No. 3 can

Per pound.

CLER OF FOOD IN 51 CITIES ON SPECIFIED DATES—Continued.

Mobile, Ala.		Newark, N. J.						New Haven, Conn.						New Orleans, La.						New York, N. Y.					
Jan. 15, 1923.	Dec. 15, 1923.	Jan. 15, 1924.	Jan. 15—		Dec. 15, 1923.	Jan. 15, 1924.	Jan. 15—	Dec. 15, 1923.	Jan. 15, 1924.	Jan. 15—	Dec. 15, 1923.	Jan. 15, 1924.	Jan. 15—	Dec. 15, 1923.	Jan. 15, 1924.	Jan. 15—	Dec. 15, 1923.	Jan. 15, 1924.	Jan. 15—	Dec. 15, 1923.	Jan. 15, 1924.				
			1913	1923			1913	1923		1913	1923		1913	1923		1913	1923		1913	1923					
Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.				
29.0	29.7	30.8	32.3	31.9	25.2	43.0	45.6	45.6	30.0	48.5	51.7	51.7	19.6	32.3	31.4	32.4	40.5	42.3	42.5	24.4	40.5				
25.1	25.9	26.6	31.2	30.8	24.8	39.9	43.2	43.1	26.2	39.8	42.8	42.8	17.1	28.5	28.6	29.0	23.1	38.6	40.6	41.2	23.1	38.6			
22.8	23.9	26.5	24.6	25.4	19.6	34.4	34.9	34.4	22.6	33.9	35.7	35.4	18.3	27.6	27.8	28.8	21.0	35.1	36.6	36.7	21.0	35.1			
18.1	18.6	19.7	19.5	20.4	16.8	21.6	24.6	24.4	17.6	24.7	26.7	25.9	12.1	20.6	20.5	21.2	14.9	21.5	23.1	23.0	14.9	21.5			
10.1	10.3	15.8	14.7	15.6	11.6	12.4	13.1	13.5	14.2	14.6	14.2	10.9	16.8	16.4	17.3	13.7	17.9	18.3	17.8	13.7	17.9				
24.6	26.1	35.0	31.9	32.3	20.0	30.2	27.4	26.9	19.2	29.4	25.9	26.6	20.0	32.0	27.1	28.6	19.5	32.2	30.2	29.9	19.5	32.2			
38.5	38.1	41.0	38.3	38.3	22.4	37.9	38.5	38.5	25.8	41.5	37.4	37.8	29.8	41.6	38.1	37.1	23.0	39.0	35.8	35.7	23.0	39.0			
43.1	42.5	45.4	43.8	43.5	18.4	27.0	26.9	26.7	30.0	52.7	51.6	51.0	26.3	43.0	41.7	39.7	27.8	49.8	50.2	48.2	27.8	49.8			
31.9	33.1	36.1	34.4	37.5	21.2	38.3	37.0	36.8	19.0	37.3	37.6	36.6	19.8	39.7	38.4	39.2	15.9	34.9	35.2	35.5	15.9	34.9			
26.4	29.3	36.0	35.0	35.8	21.2	37.8	35.8	36.2	21.8	40.0	38.1	38.2	20.8	36.2	35.2	35.2	19.8	35.9	34.4	35.2	19.8	35.9			
37.2	36.0	30.0	28.2	28.3	20.7	28.2	28.0	32.9	34.7	33.1	37.8	41.6	41.4	28.9	29.7	28.5	28.2	28.2	28.2	28.2	28.2	28.2			
12.0	12.0	15.0	20.0	20.0	9.0	17.5	16.5	15.5	9.0	15.0	16.0	16.0	10.0	14.0	15.0	15.0	9.0	16.0	15.0	14.0	15.0	14.0			
12.6	12.7	12.9	12.6	12.5	11.9	11.9	12.0	12.2	12.4	12.4	11.8	12.1	12.1	11.8	12.1	12.1	11.7	11.9	11.9	11.9	11.7	11.9			
57.0	57.9	61.1	61.4	62.3	43.2	62.4	64.6	65.3	38.3	56.4	57.9	59.0	41.1	59.5	59.5	60.8	40.8	60.9	61.9	63.0	60.9	61.9			
28.9	28.4	30.5	31.8	31.6	29.2	30.6	31.2	30.8	33.0	33.0	33.5	30.4	31.0	31.0	28.6	30.2	30.1	28.6	30.2	30.1	28.6	30.2			
26.2	26.6	28.1	29.3	28.8	26.0	28.3	28.4	27.7	30.3	30.2	28.0	28.8	28.5	24.8	28.2	28.2	28.2	28.2	28.2	28.2	28.2	28.2			
35.7	35.7	39.9	37.5	37.1	24.5	38.2	40.8	40.9	22.0	37.4	37.6	38.6	22.0	37.7	36.4	36.6	20.0	36.6	39.0	38.3	37.7	36.4			
18.5	18.4	17.8	18.6	18.9	16.3	17.0	18.6	18.8	15.2	17.0	18.8	18.6	14.4	16.7	18.1	17.9	15.9	17.4	19.8	19.4	16.7	18.1			
26.0	27.1	18.8	20.1	20.1	22.2	24.8	24.8	21.6	23.3	23.7	23.1	21.8	21.1	23.2	25.5	25.6	25.5	25.6	25.5	25.6	23.2	25.5			
51.1	44.2	50.0	55.0	49.0	48.8	68.4	78.8	65.9	45.9	75.4	87.8	67.3	35.6	49.5	51.5	50.8	42.6	64.2	77.0	63.5	49.5	51.5			
37.7	33.7	43.0	41.0	39.2	29.4	43.2	44.2	42.3	28.2	43.2	45.3	42.6	25.0	39.8	38.2	39.2	27.4	42.1	42.7	40.9	39.8	38.2			
9.0	9.0	8.6	8.9	8.8	5.7	8.5	8.5	8.5	5.7	8.1	8.0	8.3	5.1	7.7	7.6	7.7	6.0	9.7	9.6	9.6	7.7	7.6			
4.3	4.3	5.3	4.9	4.9	3.8	4.7	4.5	4.5	3.2	4.8	4.3	4.5	3.7	5.7	5.5	5.4	3.3	4.9	4.7	4.7	5.7	5.5			
4.1	4.4	3.2	4.0	3.8	3.6	6.0	6.5	6.6	3.2	5.8	6.1	6.2	2.6	3.2	3.9	3.6	3.5	5.5	5.5	5.7	3.2	3.9			
8.6	8.4	8.9	8.7	8.6	8.3	8.1	8.0	8.7	9.0	8.9	8.6	8.5	8.6	7.9	8.2	8.5	8.2	8.5	8.2	8.5	8.6	8.5			
10.0	10.0	9.3	9.2	9.2	8.9	8.9	8.9	9.5	9.5	9.6	9.5	9.5	9.4	8.8	8.8	8.8	8.8	8.8	8.8	8.8	9.3	9.2			
24.1	24.2	23.8	23.4	23.3	25.2	23.3	23.5	24.4	23.5	23.8	23.9	24.0	24.0	23.9	22.8	22.6	22.6	22.6	22.6	22.6	23.9	22.8			
7.5	7.8	20.2	19.2	19.2	21.5	20.9	20.9	22.2	22.3	22.6	8.5	9.1	9.6	20.6	20.1	20.2	20.2	20.2	20.2	20.2	8.5	9.1			
9.7	9.7	8.5	8.5	8.7	9.0	8.7	9.5	9.6	9.3	10.0	10.2	10.4	7.4	8.6	9.1	9.3	8.0	9.3	9.7	9.5	10.5	9.7			
9.7	9.6	11.7	10.8	10.3	10.5	10.5	10.4	10.7	9.9	9.9	10.5	9.7	9.7	11.1	11.7	11.3	11.3	11.3	11.3	11.3	10.5	9.7			
1.6	1.7	2.9	2.9	3.2	2.5	2.5	3.1	3.4	1.7	2.3	2.8	2.8	2.0	2.7	3.3	3.6	2.5	2.8	3.4	3.5	2.7	3.3			
6.0	6.0	5.2	5.6	5.7	6.3	6.3	6.3	5.4	6.8	6.5	4.7	5.2	5.1	5.6	6.3	5.9	5.9	5.9	5.9	5.9	4.7	5.2			
3.4	3.7	3.6	4.4	5.5	4.2	4.6	5.6	4.1	5.0	5.4	4.0	4.1	4.6	3.6	4.2	4.7	4.7	4.7	4.7	4.7	4.0	4.1			
4.2	4.2	12.5	12.0	11.8	11.1	11.1	11.1	12.2	12.3	11.9	13.0	12.6	12.4	11.6	11.9	12.0	12.0	12.0	12.0	12.0	12.5	12.0			
4.0	13.7	14.8	14.9	14.9	14.8	14.6	14.8	17.5	18.1	18.2	13.4	13.4	13.5	14.9	15.5	15.7	15.7	15.7	15.7	15.7	14.8	14.9			
16.1	16.6	15.8	15.5	16.0	16.8	17.5	17.6	21.5	20.3	20.2	17.2	17.6	16.6	16.5	17.4	17.3	17.3	17.3	17.3	17.3	17.2	17.6			
4.8	14.8	12.3	11.8	11.7	11.6	12.1	12.1	21.4	21.5	21.5	11.8	11.6	11.8	11.0	11.2	11.0	11.0	11.0	11.0	11.0	11.8	11.7			
0.3	10.3	8.5	10.6	10.3	5.7	7.7	10.1	9.9	5.7	8.1	10.3	10.0	5.7	7.7	9.8	9.6	5.1	7.7	10.0	9.6	7.7	9.8			
4.9	65.3	76.7	76.7	77.2	53.8	51.2	54.9	57.7	55.0	58.0	56.9	56.5	62.1	71.4	69.5	68.7	43.3	51.1	58.1	58.7	76.7	76.7			
2.2	42.5	34.7	38.2	38.3	29.3	33.3	36.3	36.5	33.8	38.9	40.4	40.7	27.1	32.5	30.9	29.8	27.5	33.3	34.9	35.4	34.7	38.2			
9.0	18.8	20.6	17.7	17.7	18.0	16.0	15.8	19.5	17.3	16.8	20.3	18.7	18.6	20.3	18.7	18.6	18.6	18.6	18.6	18.6	20.6	17.7			
5.7	16.4	19.7	16.5	16.1	17.2	15.2	15.3	18.1	15.2	15.3	18.8	15.5	15.7	17.5	15.4	15.6	15.6	15.6	15.6	15.6	19.7	16.5			
5.3	15.1	26.7	28.5	30.0	37.5	38.9	38.0	33.1	34.1	33.9	23.0	24.0	24.0	42.9	43.2	43.9	43.9	43.9	43.9	43.9	26.7	28.5			
8.3	45.6	43.5	37.1	34.2	48.5	46.3	38.8	49.1	40.5	42.1	47.3	39.1	37.3	51.3	49.7	47.1	47.1	47.1	47.1	47.1	43.5	37.1			

TABLE 5.—AVERAGE RETAIL PRICES OF THE PRINCIPAL ARTI

Article.	Unit.	Norfolk, Va.			Omaha, Nebr.				Peoria, Ill.		
		Jan. 15, 1923.	Dec. 15, 1923.	Jan. 15, 1924.	Jan. 15—		Dec. 15, 1923.	Jan. 15, 1924.	Jan. 15, 1923.	Dec. 15, 1923.	Jan. 15, 1924.
					1913	1923					
Sirloin steak.....	Pound.....	Cts. 36.3	Cts. 40.4	Cts. 40.9	Cts. 23.6	Cts. 33.8	Cts. 36.2	Cts. 36.2	Cts. 30.7	Cts. 31.6	Cts. 32.4
Round steak.....	do.....	30.4	34.1	34.8	19.2	29.6	31.8	31.6	29.1	29.6	29.9
Rib roast.....	do.....	29.3	33.3	33.2	16.7	24.9	26.4	26.6	23.1	23.1	22.9
Chuck roast.....	do.....	19.0	20.7	22.5	13.8	18.8	20.8	20.5	19.2	19.2	19.9
Plate beef.....	do.....	13.4	14.5	15.0	9.2	10.7	10.3	10.4	12.4	12.5	13.0
Pork chops.....	do.....	28.3	25.8	25.5	16.7	25.7	22.7	25.8	26.1	23.6	25.2
Bacon, sliced.....	do.....	36.4	32.8	32.1	25.4	45.6	42.8	43.1	41.1	38.9	39.7
Ham, sliced.....	do.....	40.8	38.1	36.6	27.0	49.1	47.2	46.9	45.4	44.3	43.9
Lamb, leg of.....	do.....	37.5	40.5	38.1	15.0	34.6	36.1	36.5	32.8	33.3	34.4
Hens.....	do.....	36.8	35.5	35.7	16.3	27.6	27.5	30.8	27.8	27.5	29.6
Salmon, canned, red.....	do.....	29.8	28.6	28.8	.....	33.5	33.6	33.2	32.7	32.2	32.1
Milk, fresh.....	Quart.....	17.0	17.0	17.0	8.2	11.0	12.3	12.2	10.8	12.5	12.2
Milk evaporated.....	15-16 oz. can.....	11.3	11.6	11.7	.....	11.5	12.0	12.0	11.9	11.9	12.0
Butter.....	Pound.....	58.5	59.6	60.8	39.2	56.6	56.5	59.1	55.0	58.3	59.4
Oleomargarine.....	do.....	28.3	31.0	31.7	.....	28.9	29.5	30.0	29.2	30.5	31.0
Nut margarine.....	do.....	27.7	27.0	27.0	.....	27.5	28.4	28.6	27.3	28.8	28.8
Cheese.....	do.....	35.2	33.5	33.1	22.9	36.5	36.5	35.6	37.9	37.7	38.0
Lard.....	do.....	16.4	17.7	17.3	16.4	19.2	20.0	19.6	17.1	19.0	19.1
Vegetable lard substitute.....	do.....	18.0	19.0	18.4	.....	23.2	26.0	26.0	23.2	25.3	27.5
Eggs, strictly fresh.....	Dozen.....	46.1	60.0	47.3	29.5	43.9	50.6	46.7	48.6	60.9	51.1
Eggs, storage.....	do.....	38.0	42.9	38.3	.....	36.3	37.4	35.2	35.9	40.2	35.3
Bread.....	Pound.....	8.1	7.9	7.8	5.2	9.8	9.8	9.9	8.0	8.8	8.6
Flour.....	do.....	4.8	4.4	4.4	2.9	4.2	3.8	3.9	4.7	4.5	4.5
Corn meal.....	do.....	3.6	4.1	4.0	2.3	3.6	4.1	4.0	3.7	4.3	4.2
Rollod oats.....	do.....	7.9	8.1	8.1	.....	9.6	10.6	9.5	8.9	9.4	9.1
Corn flakes.....	8-oz. pkg.....	9.5	9.3	9.2	.....	10.2	10.2	9.7	9.9	10.3	9.8
Wheat cereal.....	28-oz. pkg.....	24.8	23.5	23.3	.....	24.7	24.4	24.4	26.2	26.3	25.8
Macaroni.....	Pound.....	19.6	20.0	20.4	.....	20.6	19.6	19.6	20.0	19.6	19.5
Rice.....	do.....	10.1	10.0	9.9	8.5	9.1	8.8	9.0	9.8	9.8	9.8
Beans, navy.....	do.....	10.5	9.9	10.0	.....	11.6	10.7	10.7	12.0	9.9	9.7
Potatoes.....	do.....	2.3	2.6	2.7	1.3	1.6	1.9	2.4	1.7	1.9	2.2
Onions.....	do.....	5.2	6.1	7.0	.....	4.4	5.9	6.1	5.2	6.5	7.1
Cabbage.....	do.....	4.1	4.5	4.4	.....	3.6	3.9	5.5	4.0	3.8	4.3
Beans, baked.....	No. 2 can.....	10.6	9.8	9.7	.....	15.4	14.9	14.8	13.5	12.7	12.9
Corn, canned.....	do.....	15.0	15.7	15.9	.....	16.9	16.5	16.9	14.2	14.3	14.3
Peas, canned.....	do.....	18.3	18.7	18.5	.....	16.9	17.2	16.4	16.9	17.6	17.8
Tomatoes, canned.....	do.....	12.1	11.3	11.0	.....	13.8	14.5	14.2	13.9	14.1	14.1
Sugar, granulated.....	Pound.....	7.7	9.9	9.7	5.9	8.5	10.2	10.1	8.9	10.9	10.7
Tea.....	do.....	76.4	81.8	80.6	56.0	74.1	74.2	76.9	61.1	61.5	62.6
Coffee.....	do.....	37.6	37.5	37.7	30.0	41.1	40.6	41.1	36.1	36.9	36.9
Prunes.....	do.....	19.2	16.4	16.3	.....	20.4	18.5	19.2	22.3	20.3	20.5
Raisins.....	do.....	17.9	15.4	15.8	.....	20.7	18.6	18.4	20.1	17.3	16.9
Bananas.....	Dozen.....	33.9	36.3	37.5	.....	12.5	13.4	13.7	11.3	13.5	13.9
Oranges.....	do.....	39.1	38.6	38.3	.....	50.4	40.9	40.6	43.6	41.6	42.8

¹ The steak for which prices are here quoted is called "sirloin" in this city, but in most of the other cities included in this report it would be known as "porterhouse" steak.

PRICES OF FOOD IN 51 CITIES ON SPECIFIED DATES—Continued.

Philadelphia, Pa.		Pittsburgh, Pa.				Portland, Me.				Portland, Oreg.				Providence, R. I.									
Jan. 15—		Dec. 15, 1923.		Jan. 15, 1924.		Jan. 15—		Dec. 15, 1923.		Jan. 15, 1924.		Jan. 15—		Dec. 15, 1923.		Jan. 15, 1924.		Jan. 15—		Dec. 15, 1923.		Jan. 15, 1924.	
1913	1923					1913	1923					1913	1923					1913	1923				
Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.
31.6	32.4	28.3	147.6	148.8	149.3	24.8	41.7	42.8	42.8	153.5	156.9	157.4	21.0	27.4	27.8	28.8	139.6	165.1	169.8	169.4	169.4	169.4	
29.6	29.9	23.1	37.0	38.6	39.2	21.4	34.5	34.8	35.5	43.6	43.9	44.1	19.0	24.5	23.8	25.1	29.4	46.6	48.7	48.1	48.1	48.1	
23.1	22.9	21.4	31.8	32.8	33.3	20.4	31.0	31.9	32.3	27.9	28.7	29.8	18.7	23.4	23.8	24.8	24.6	35.7	38.0	38.3	38.3	38.3	
19.2	19.9	16.5	19.3	20.5	21.2	15.4	21.3	21.9	22.1	18.3	19.9	20.2	15.8	16.3	15.9	16.9	18.4	25.3	28.1	27.3	27.3	27.3	
12.5	13.0	10.5	9.9	9.9	10.8	10.8	11.4	11.9	11.8	13.7	15.2	14.6	12.6	12.2	11.4	12.5	.....	15.7	17.5	18.5	18.5	18.5
23.6	25.2	19.8	31.8	29.2	30.1	19.4	30.6	27.0	30.3	29.8	25.9	26.6	20.2	32.6	27.9	27.6	18.0	31.9	30.3	30.2	30.2	30.2	
38.9	39.7	23.6	38.2	35.7	35.1	27.2	42.3	39.1	41.0	38.3	36.0	35.6	28.8	44.1	42.9	42.9	21.8	37.2	36.7	36.2	36.2	36.2	
44.3	43.9	29.1	50.5	50.0	49.3	29.0	52.4	50.7	52.9	47.2	45.5	46.9	28.8	48.8	46.8	46.7	46.9	52.9	52.0	52.9	52.9	52.9	
33.3	34.4	17.7	38.1	37.9	38.0	21.3	38.4	36.9	38.3	37.0	35.5	35.6	17.7	34.1	32.6	33.7	18.7	41.2	39.7	39.7	39.7	39.7	
27.5	29.6	20.8	38.7	36.5	37.1	24.3	41.2	39.1	41.1	40.5	38.7	38.6	20.9	32.5	31.6	33.6	23.2	40.6	40.4	40.8	40.8	40.8	
32.2	32.1	.....	27.0	26.4	26.2	.....	28.8	28.2	28.2	28.5	27.4	27.7	.....	38.2	35.0	35.7	.....	31.5	30.8	30.5	30.5	30.5
12.5	12.2	8.0	12.0	12.0	12.0	8.8	14.0	15.0	15.0	14.0	14.0	14.0	9.7	12.6	13.0	12.8	9.0	15.0	15.5	15.0	15.0	15.0	
11.9	12.0	.....	12.2	12.2	12.0	.....	11.7	12.0	11.8	13.3	13.4	13.4	.....	12.0	11.9	12.0	.....	12.5	12.6	12.5	12.5	12.5
58.3	59.4	46.4	66.2	65.5	66.5	41.9	61.2	63.9	64.5	62.6	62.1	63.2	44.5	53.9	55.8	55.9	40.0	58.3	57.9	59.7	59.7	59.7	
30.5	31.0	.....	29.3	30.7	30.9	.....	27.8	30.6	30.8	29.9	30.8	31.5	.....	29.8	30.9	29.9	.....	29.9	28.9	29.1	29.1	29.1
28.8	28.8	.....	27.5	29.2	28.3	.....	26.2	28.0	28.3	27.7	27.5	28.0	.....	27.5	30.0	29.8	.....	27.5	28.9	28.8	28.8	28.8
37.7	38.0	25.0	39.3	38.6	38.0	24.5	38.1	39.6	39.3	38.3	39.9	39.4	21.3	39.3	39.3	37.5	22.7	36.2	36.7	36.6	36.6	36.6	
29.0	19.1	14.4	16.3	18.2	17.6	15.6	15.2	18.3	18.0	17.8	18.8	18.7	17.9	20.3	20.0	20.0	14.7	17.1	18.5	18.4	18.4	18.4	
25.3	27.5	.....	22.7	24.5	24.2	.....	22.3	24.5	24.4	21.8	23.1	23.4	.....	25.1	26.5	27.0	.....	23.1	24.8	25.1	25.1	25.1
30.9	51.1	38.4	59.9	66.6	55.0	37.6	57.0	68.9	60.8	66.7	76.6	59.2	41.7	44.7	51.4	44.5	42.5	72.8	79.8	67.2	67.2	67.2	
0.2	35.3	.....	25.2	41.3	41.7	38.1	25.0	39.4	42.5	39.3	44.6	44.9	40.8	25.0	40.0	42.0	35.0	26.8	44.8	45.0	41.9	41.9
8.8	8.6	.....	4.8	8.5	8.4	8.5	5.3	8.5	8.5	8.5	9.3	9.3	9.3	5.7	9.4	9.2	9.2	6.0	8.7	8.8	8.7	8.7
4.5	4.5	.....	3.2	4.8	4.6	4.6	3.0	4.7	4.4	4.3	5.1	4.5	4.4	2.8	4.5	4.1	4.0	3.4	5.4	4.9	4.9	4.9
4.3	4.2	.....	2.8	3.8	4.1	4.1	2.7	4.0	4.9	4.6	4.5	4.7	4.8	3.1	3.6	3.9	4.0	2.9	4.0	4.3	4.3	4.3
9.4	9.1	.....	.....	7.9	8.3	8.1	.....	8.7	9.0	9.0	6.8	6.8	7.0	.....	9.3	10.0	9.3	.....	9.3	9.4	9.2	9.2
0.3	9.8	.....	.....	9.0	8.8	8.9	.....	9.5	9.5	9.6	9.7	9.7	.....	11.4	11.4	11.4	.....	9.9	9.8	9.7	9.7	9.7
6.3	25.8	.....	24.3	24.0	23.8	.....	24.6	24.7	24.5	25.0	24.6	24.7	.....	27.7	25.7	26.1	.....	25.1	24.2	24.3	24.3	24.3
9.6	19.5	.....	21.2	20.3	20.1	.....	19.8	20.9	20.4	24.1	23.3	24.0	.....	19.6	17.8	17.9	.....	22.5	23.4	22.9	22.9	22.9
9.8	9.8	.....	9.8	10.2	10.6	10.6	9.2	9.5	10.3	10.0	10.4	10.6	10.5	8.6	9.1	9.7	10.0	9.3	9.7	9.4	9.6	9.6
9.9	9.7	.....	11.3	11.0	10.3	.....	10.9	9.9	10.0	11.0	9.8	9.6	.....	9.6	10.0	9.8	.....	11.2	10.5	10.3	10.3	10.3
1.9	2.2	2.1	2.4	3.1	3.3	1.5	2.0	2.5	2.6	2.0	2.4	2.6	0.7	1.4	2.1	2.2	1.7	2.3	2.5	2.8	2.8	2.8	
5.5	7.1	.....	4.9	5.7	5.3	.....	5.2	6.0	6.0	5.2	6.0	5.8	.....	3.9	4.6	4.8	.....	5.5	6.2	5.9	5.9	5.9
3.8	4.3	.....	3.7	4.1	4.7	.....	4.0	4.5	4.9	3.2	3.1	3.3	.....	3.5	2.9	5.2	.....	3.9	4.2	4.4	4.4	4.4
12.7	12.9	.....	11.5	11.3	11.3	.....	12.8	12.7	12.6	15.4	15.8	14.9	.....	16.8	15.4	15.7	.....	12.5	11.9	12.1	12.1	12.1
1.3	14.3	.....	14.8	15.3	15.0	.....	13.6	16.0	15.3	16.1	16.6	16.1	.....	16.9	18.2	18.5	.....	17.5	17.1	17.3	17.3	17.3
7.6	17.8	.....	16.2	16.8	16.6	.....	16.0	17.4	17.4	19.9	20.4	20.1	.....	16.7	18.8	18.5	.....	20.4	20.0	19.8	19.8	19.8
4.1	14.1	.....	12.5	11.9	12.3	.....	12.4	13.0	13.1	23.1	22.1	23.2	.....	16.0	16.7	16.9	.....	13.4	13.8	12.7	12.7	12.7
9.9	10.7	.....	5.2	7.5	9.9	9.4	6.0	8.3	10.5	10.2	8.4	10.6	10.1	6.6	8.6	10.7	10.4	5.3	8.1	10.4	10.0	10.0
1.5	62.6	.....	54.0	59.4	59.8	60.4	58.0	75.1	76.2	78.6	57.1	59.1	60.5	55.0	64.6	69.9	70.5	48.3	59.7	60.2	60.4	60.4
5.9	36.9	.....	25.0	32.6	31.3	30.5	30.0	35.7	38.0	39.2	40.4	40.9	41.6	35.0	36.9	38.8	40.2	30.0	41.0	41.8	41.6	41.6
9.3	20.5	.....	17.9	15.5	15.3	.....	20.6	19.3	20.1	19.3	17.0	16.6	.....	14.1	10.7	10.9	.....	20.4	18.6	18.1	18.1	18.1
7.3	16.9	.....	18.5	15.1	16.0	.....	18.4	15.5	15.1	19.1	15.2	14.3	.....	19.0	14.9	14.9	.....	18.4	15.4	15.3	15.3	15.3
1.5	13.9	.....	33.6	34.3	34.3	.....	43.8	45.3	46.2	41.3	42.4	42.6	.....	15.4	16.8	16.6	.....	33.6	39.0	34.2	34.2	34.2
1.6	42.8	.....	48.0	36.7	36.9	.....	49.4	45.2	44.8	49.1	39.7	40.4	.....	45.0	40.8	32.8	.....	52.3	40.4	40.4	40.4	40.4

* No. 3 can.

* No. 2 can.

* Per pound.

TABLE 5.—AVERAGE RETAIL PRICES OF THE PRINCIPAL ARTICLES

Article.	Unit.	Richmond, Va.				Rochester, N. Y.				St. Louis, Mo.			
		Jan. 15—		Dec.	Jan.	Jan. 15—		Dec.	Jan.	Jan. 15—		Dec.	Jan.
		1913		1923.	1924.	1923.		1923.	1924.	1923.		1923.	1924.
		1913	1923							1913	1923		
Sirloin steak.....	Pound.....	Cts. 21.8	Cts. 37.4	Cts. 39.0	Cts. 38.9	Cts. 36.7	Cts. 39.4	Cts. 39.6	Cts. 22.7	Cts. 33.6	Cts. 35.1	Cts. 35.4	Cts. 32.8
Round steak.....	do.....	19.5	32.3	34.5	34.1	31.1	33.1	32.8	19.3	30.9	32.4	33.1	25.9
Rib roast.....	do.....	18.3	28.9	29.7	30.3	28.2	29.6	29.4	16.8	26.6	28.3	28.6	27.7
Chuck roast.....	do.....	14.3	21.3	21.4	22.1	22.3	23.2	23.0	13.3	18.0	18.5	18.8	19.0
Plate beef.....	do.....	11.3	15.4	15.5	15.5	12.1	12.2	12.3	9.2	13.1	12.8	13.0	10.4
Pork chops.....	do.....	18.1	28.9	26.8	27.5	32.1	28.9	29.1	17.7	24.2	22.2	23.1	26.5
Bacon, sliced.....	do.....	23.2	35.6	32.2	31.2	35.2	33.7	33.9	23.0	37.7	38.3	37.3	40.0
Ham, sliced.....	do.....	22.5	39.7	37.7	36.9	45.8	45.5	45.3	25.0	41.6	42.5	43.9	42.2
Lamb, leg of.....	do.....	18.7	42.4	41.8	42.1	36.9	35.4	35.8	17.7	33.6	34.2	34.7	31.7
Hens.....	do.....	19.8	35.2	33.2	34.7	38.7	36.2	37.8	17.8	29.7	29.5	31.0	27.0
Salmon, canned, red.....	do.....		30.9	31.2	32.6	29.0	28.1	28.8		31.6	32.4	32.7	34.0
Milk, fresh.....	Quart.....	10.0	14.0	15.0	14.0	13.5	14.0	13.3	8.0	13.0	13.0	13.0	11.0
Milk, evaporated.....	15-16 oz. can.....		13.2	13.6	13.6	12.0	12.1	12.1		11.5	11.4	11.3	11.0
Butter.....	Pound.....	43.6	65.4	65.2	66.1	59.4	59.8	60.1	40.7	60.7	64.4	65.1	55.5
Oleomargarine.....	do.....		29.6	29.6	30.2	29.7	31.3	32.2		26.9	28.5	27.8	28.0
Nut margarine.....	do.....		27.9	30.1	29.6	26.1	29.2	29.1		25.0	25.3	25.3	26.0
Cheese.....	do.....	22.3	38.2	37.3	36.5	36.5	37.7	37.5	20.2	36.2	36.4	35.3	37.0
Lard.....	do.....	15.0	17.6	19.1	18.7	17.0	18.3	17.8	13.1	13.9	15.4	15.0	17.0
Vegetable lard substitute.....	do.....		22.2	24.5	24.5	19.8	20.6	22.1		22.1	24.2	25.5	24.0
Eggs, strictly fresh.....	Dozen.....	29.7	49.4	63.6	44.1	70.5	74.3	60.3	29.3	48.4	55.2	49.4	48.0
Eggs, storage.....	do.....	23.7	39.3	42.6	38.7	39.6	42.0	39.0	25.0	37.1	38.6	35.2	36.0
Bread.....	Pound.....	5.4	9.1	8.6	8.6	8.0	8.0	8.0	5.6	8.9	8.9	8.9	9.0
Flour.....	do.....	3.3	5.0	4.6	4.5	4.9	4.5	4.4	3.1	4.2	4.2	4.2	4.0
Corn meal.....	do.....	2.0	4.0	4.6	4.5	4.8	4.9	5.2	2.3	3.0	4.0	4.1	4.0
Rolled oats.....	do.....		9.2	9.1	9.2	7.8	8.4	8.3		8.2	8.5	8.5	9.0
Corn flakes.....	8-oz. pkg.....		9.6	9.6	9.6	9.7	9.5	9.5		8.9	9.1	9.1	9.0
Wheat cereal.....	28-oz. pkg.....		26.3	25.8	26.2	24.7	24.0	24.0		23.5	24.1	23.7	24.0
Macaroni.....	Pound.....		21.3	20.9	20.4	19.6	18.1	19.0		19.5	20.0	20.0	19.0
Rice.....	do.....	9.8	11.3	11.3	11.1	9.3	9.8	10.5	8.6	8.9	9.3	9.2	9.0
Beans, navy.....	do.....		11.1	11.2	10.9	10.5	10.3	10.1		10.7	9.5	9.2	1.0
Potatoes.....	do.....	1.8	2.8	3.4	3.3	1.5	2.1	2.1	1.7	2.0	2.5	2.7	1.0
Onions.....	do.....		5.7	7.0	7.1	4.9	6.0	5.6		5.3	5.7	5.8	1.0
Cabbage.....	do.....		4.2	4.8	5.1	2.8	3.3	3.6		3.7	3.4	4.6	1.0
Beans, baked.....	No. 2 can.....		11.8	11.5	11.6	11.4	11.4	11.3		11.3	11.4	11.3	1.0
Corn, canned.....	do.....		15.5	15.3	14.7	16.1	16.2	15.8		14.7	15.5	15.5	1.0
Peas, canned.....	do.....		19.1	19.7	20.4	18.7	19.1	19.3		16.5	16.8	17.4	1.0
Tomatoes, canned.....	do.....	5.8	12.3	11.8	12.0	13.0	12.4	13.2	5.8	11.2	12.2	12.6	1.0
Sugar, granulated.....	Pound.....	56.0	8.4	10.5	10.4	7.9	9.9	9.9	55.0	8.0	10.2	10.1	1.0
Tea.....	do.....	27.4	78.5	80.0	82.7	62.2	62.5	64.0	24.3	66.8	69.0	69.2	1.0
Coffee.....	do.....		37.1	37.8	38.5	34.8	35.4	35.4		34.8	36.8	37.0	1.0
Prunes.....	do.....		21.5	19.2	19.1	20.0	19.2	19.6		22.1	20.5	21.6	1.0
Raisins.....	do.....		18.5	15.1	15.1	17.7	14.9	14.4		17.8	16.0	16.1	1.0
Bananas.....	Dozen.....		38.8	40.0	40.0	42.3	45.4	44.2		29.6	32.9	32.6	1.0
Oranges.....	do.....		42.0	37.1	36.2	51.5	45.8	45.0		44.7	40.4	40.9	1.0

¹ No. 2½ can.

TABLES OF FOOD IN 51 CITIES ON SPECIFIED DATES—Continued.

St. Paul, Minn.			Salt Lake City, Utah.						San Francisco, Calif.						Savannah, Ga.						Scranton, Pa.					
Jan. 15, 1923.	Dec. 15, 1923.	Jan. 15, 1924.	Jan. 15—		Dec. 15, 1923.	Jan. 15, 1924.	Jan. 15—		Dec. 15, 1923.	Jan. 15, 1924.	Jan. 15, 1923.	Dec. 15, 1923.	Jan. 15, 1924.	Jan. 15—		Dec. 15, 1923.	Jan. 15, 1924.	Jan. 15, 1923.	Dec. 15, 1923.	Jan. 15, 1924.						
Cts.	Cts.	Cts.	1913	1923	Cts.	Cts.	1913	1923	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	1913	1923	Cts.	Cts.	Cts.	Cts.						
35.1	35.1	35.4	32.8	33.0	33.0	23.1	26.0	26.0	26.9	20.3	29.7	31.6	31.9	29.7	29.6	29.2	21.8	47.0	49.0	49.7						
32.4	32.4	33.1	25.9	26.8	27.9	19.5	22.8	22.8	23.8	18.7	26.7	28.3	28.9	24.4	24.2	23.8	17.5	37.5	39.5	40.1						
28.3	28.3	28.6	27.1	26.1	26.1	19.2	20.8	19.8	20.3	20.3	28.4	29.9	30.5	22.2	24.4	22.7	18.4	34.8	36.9	36.1						
18.5	18.5	18.8	19.1	19.8	20.1	14.8	16.1	16.3	16.8	15.0	17.9	19.1	19.9	14.8	15.6	14.5	14.3	24.7	26.7	26.8						
12.8	12.8	13.0	10.3	11.0	11.4	11.5	11.5	11.4	11.7	12.5	14.4	15.5	16.1	13.2	11.8	12.3	9.8	11.3	10.7	10.8						
22.2	23.1	23.1	36.3	23.5	24.6	21.4	28.0	26.9	26.9	21.8	36.0	36.3	35.5	26.3	25.0	25.8	18.0	31.6	29.6	29.8						
38.3	37.8	37.8	40.4	36.1	35.7	32.0	38.0	35.0	35.5	32.8	51.6	50.1	50.1	34.9	33.5	32.4	24.6	42.5	40.4	41.4						
42.5	43.0	43.0	42.9	40.3	40.0	29.0	43.1	41.3	41.9	30.0	52.4	51.2	51.1	36.9	34.3	33.5	25.5	54.0	52.5	52.9						
34.2	34.7	34.7	31.7	29.6	31.3	17.2	30.9	29.5	28.9	17.2	36.5	36.5	36.7	38.3	36.3	37.0	18.7	42.5	42.7	42.7						
29.5	31.0	31.0	27.4	24.5	27.9	23.6	30.2	30.6	31.3	24.2	41.2	40.3	41.3	31.8	31.1	33.5	21.5	40.9	41.3	41.2						
32.4	32.7	32.7	34.4	34.4	36.1	.....	33.8	34.0	34.8	.....	28.2	26.6	27.1	36.7	34.8	34.3	.....	36.5	34.2	33.9			
13.0	13.0	13.0	11.0	12.0	12.0	8.3	10.0	10.0	10.0	10.0	13.0	14.0	14.0	18.0	17.5	17.3	8.8	13.0	14.0	13.0						
11.4	11.3	11.3	11.9	12.5	12.3	.....	11.2	11.2	11.3	.....	10.7	10.9	11.0	11.6	11.4	11.5	.....	12.3	12.4	12.4			
64.4	65.1	65.1	55.0	56.6	57.2	40.0	54.6	54.4	55.9	41.4	60.3	60.1	59.6	60.3	60.9	62.1	39.0	57.4	57.3	58.4						
28.5	27.8	27.8	28.5	29.9	30.2	.....	.....	.....	.....	.....	29.0	30.0	29.9	32.2	33.7	33.5	.....	30.3	31.7	32.3
25.3	25.3	25.3	26.8	27.0	26.6	.....	28.2	29.7	29.8	.....	28.7	29.0	30.0	29.3	31.2	32.3	.....	25.5	26.5	26.5			
36.4	35.3	35.3	37.1	35.6	34.9	24.2	31.6	32.5	32.0	21.0	37.8	39.6	38.7	36.6	35.6	35.6	18.8	35.8	36.3	36.5						
15.4	15.0	15.0	17.9	19.9	19.6	18.4	20.4	20.4	21.4	17.6	19.7	20.2	20.8	17.5	18.0	18.3	15.6	17.7	19.3	19.4						
24.2	25.3	25.3	24.3	22.6	23.3	.....	26.2	28.6	28.9	.....	25.2	26.4	26.7	18.7	18.2	18.7	.....	22.3	25.1	25.5			
55.2	49.4	49.4	48.2	52.9	46.6	40.0	41.5	52.3	44.1	31.4	46.1	54.2	43.6	51.8	61.9	54.5	37.5	65.9	71.2	61.3						
38.6	35.2	35.2	36.0	38.1	35.0	27.5	32.7	40.0	37.5	22.5	42.0	44.3	37.7	41.1	39.9	38.3	26.3	41.2	42.9	42.0						
8.9	8.9	8.9	9.4	9.4	9.3	5.9	9.8	9.8	9.7	5.9	9.0	9.2	9.1	8.4	8.5	8.6	5.5	8.9	9.0	8.9						
4.2	4.2	4.2	4.0	4.2	4.2	2.4	3.4	3.3	3.2	3.3	5.2	4.8	4.8	5.5	5.4	5.3	3.6	5.4	5.1	5.1						
4.0	4.1	4.1	3.0	3.9	3.9	3.4	3.7	3.9	4.0	3.4	4.7	4.7	4.7	2.8	3.3	3.3	.....	5.8	5.6	5.6					
8.5	8.5	8.5	9.3	9.9	10.1	.....	9.3	9.4	9.8	.....	9.5	9.3	9.8	8.3	8.7	8.5	.....	9.8	9.7	9.7			
9.1	9.1	9.1	9.9	10.0	10.0	.....	11.8	10.9	10.9	.....	10.6	10.4	10.6	9.1	9.1	9.4	.....	9.9	10.1	9.9			
24.1	23.7	23.7	25.7	25.0	25.0	.....	26.2	25.6	24.9	.....	24.2	23.2	23.0	23.9	23.1	23.5	.....	25.0	26.1	25.8			
20.0	20.0	20.0	18.8	18.5	18.7	.....	19.8	19.4	18.9	.....	14.4	14.7	15.3	17.7	17.4	17.7	.....	23.0	22.5	22.9			
9.3	9.2	9.2	9.4	9.7	10.1	8.2	9.2	9.1	8.8	8.5	9.4	9.3	9.1	8.0	8.1	9.0	8.5	9.7	9.9	10.0						
9.5	9.2	9.2	10.6	10.8	9.8	.....	10.1	10.5	10.4	.....	9.5	9.8	9.6	16.6	11.3	10.9	.....	11.6	12.0	11.8			
2.5	2.7	2.7	1.4	1.6	1.6	1.1	1.2	1.9	1.9	1.6	2.3	3.4	3.3	2.5	2.8	2.9	1.7	2.1	2.5	2.5						
5.7	5.8	5.8	3.8	6.7	6.8	.....	3.1	3.9	4.4	.....	3.6	3.7	3.7	5.8	6.8	6.8	.....	5.3	5.9	5.9			
3.4	4.6	4.6	3.5	3.5	4.1	.....	2.9	2.9	3.4	.....	.....	.....	.....	4.5	4.9	5.0	.....	3.8	3.6	4.1
11.4	11.3	11.3	14.6	14.6	14.8	.....	16.0	15.5	15.5	.....	15.0	14.2	13.9	12.7	11.9	12.0	.....	12.5	12.2	12.3			
15.5	15.5	15.5	14.7	15.0	15.4	.....	14.0	14.3	14.4	.....	16.7	16.8	17.2	14.7	14.6	14.8	.....	16.4	16.1	17.3			
16.8	17.4	17.4	16.9	16.9	17.2	.....	15.7	15.4	14.9	.....	17.7	17.1	18.0	16.6	17.8	18.2	.....	17.6	18.4	18.2			
12.2	12.6	12.6	14.1	14.0	14.1	.....	13.4	13.9	13.0	.....	14.6	14.2	14.8	10.3	10.6	10.6	.....	13.2	13.2	13.2			
10.2	10.1	10.1	8.8	10.7	10.6	6.8	9.0	11.1	10.8	5.7	8.3	10.3	9.9	8.0	10.1	9.9	6.2	8.2	10.4	10.1						
59.0	69.2	69.2	66.2	67.5	67.5	65.7	82.0	81.4	84.6	50.0	58.5	59.0	59.8	67.8	67.6	66.6	52.5	60.3	61.1	60.3						
36.8	37.0	37.0	39.5	40.4	43.1	35.8	44.1	44.8	45.9	32.0	35.7	38.1	38.7	33.1	34.9	35.6	31.3	39.4	39.6	39.4						
20.5	21.6	21.6	21.1	19.7	19.7	.....	18.5	16.5	16.9	.....	18.6	15.8	16.5	20.0	15.2	15.3	.....	18.9	17.1	16.8			
16.0	16.1	16.1	19.5	17.3	17.9	.....	19.0	15.2	14.7	.....	18.9	14.0	13.8	18.0	15.1	14.6	.....	19.5	16.2	16.0			
12.9	32.6	32.6	12.4	15.0	14.9	.....	14.7	16.5	17.8	.....	34.3	34.3	33.6	33.9	37.5	35.8	.....	33.2	34.0	34.7			
10.4	10.9	10.9	60.5	53.8	51.7	.....	47.3	37.4	35.7	.....	45.3	46.2	40.5	38.2	30.7	30.6	.....	49.7	46.1	45.0			

* Per pound.

TABLE 5.—AVERAGE RETAIL PRICES OF THE PRINCIPAL ARTICLES OF FOOD IN SEATTLE, SPRINGFIELD, AND WASHINGTON, D. C., ON SPECIFIED DATES—Concluded.

Article.	Unit.	Seattle, Wash.				Springfield, Ill.				Washington, D. C.			
		Jan. 15—		Dec. 15, 1923.	Jan. 15, 1924.	Jan. 15, 1923.	Dec. 15, 1923.	Jan. 15, 1924.	Jan. 15—		Dec. 15, 1923.	Jan. 15, 1924.	
		1913	1923						1913	1923			
Sirloin steak.....	Pound.....	Cts. 22.0	Cts. 29.7	Cts. 30.1	Cts. 31.6	Cts. 30.8	Cts. 32.2	Cts. 32.3	Cts. 25.0	Cts. 41.8	Cts. 42.8	Cts. 43.3	
Round steak.....	do.....	20.0	26.0	26.2	26.8	30.2	31.4	32.0	21.4	34.7	36.1	36.8	
Rib roast.....	do.....	18.0	23.9	23.9	24.8	21.8	22.0	23.0	20.3	32.7	33.7	33.7	
Chuck roast.....	do.....	15.2	16.3	16.3	16.8	18.3	19.2	20.2	15.6	23.1	24.4	24.1	
Plate beef.....	do.....	11.7	13.2	12.7	13.5	12.0	12.4	13.2	10.7	12.2	13.2	13.1	
Pork chops.....	do.....	23.4	33.6	31.0	31.2	25.2	21.5	22.5	20.3	33.4	26.9	28.6	
Bacon, sliced.....	do.....	30.0	47.5	46.7	45.8	38.7	37.5	36.3	23.0	38.9	34.8	33.7	
Ham, sliced.....	do.....	28.3	49.8	49.9	49.5	41.8	43.9	43.9	28.2	54.5	52.8	52.8	
Lamb, leg of.....	do.....	18.6	33.6	32.2	32.9	37.2	33.8	38.1	19.3	42.1	40.3	40.6	
Hens.....	do.....	24.3	32.2	30.8	32.5	28.3	28.9	31.0	20.6	39.9	38.0	39.4	
Salmon, canned, red.....	do.....	.....	31.2	30.4	30.5	32.1	34.5	34.9	.....	28.0	27.8	27.9
Milk, fresh.....	Quart.....	9.1	13.0	12.0	12.0	11.1	12.5	12.5	9.0	14.0	15.0	15.0	
Milk, evaporated.....	15-16 oz. can.....	.....	11.1	10.9	11.0	12.8	12.5	12.6	.....	11.6	12.4	12.4
Butter.....	Pound.....	44.6	57.6	56.9	56.8	58.5	60.9	62.8	43.4	63.3	63.5	64.0	
Oleomargarine.....	do.....	.....	28.8	30.3	30.3	28.6	31.8	32.2	.....	28.5	29.9	30.2
Nut margarine.....	do.....	.....	28.6	29.9	30.0	26.8	28.7	30.1	.....	26.8	28.5	28.5
Cheese.....	do.....	21.6	36.2	36.2	36.3	38.9	38.9	39.6	22.8	38.1	39.8	38.9	
Lard.....	do.....	17.8	19.3	19.4	19.3	17.2	19.3	19.0	14.2	17.1	18.7	18.1	
Vegetable lard substitute.....	do.....	.....	25.3	27.0	27.1	23.7	28.1	27.3	.....	23.2	25.1	25.3
Eggs, strictly fresh.....	Dozen.....	39.0	42.8	54.2	44.1	50.4	62.4	54.0	33.1	57.9	70.9	54.6	
Eggs, storage.....	do.....	32.5	40.0	42.5	35.0	38.5	39.7	39.1	25.0	41.6	42.9	36.2	
Bread.....	Pound.....	6.0	8.6	9.9	9.8	9.3	9.8	10.2	5.7	8.2	9.0	9.0	
Flour.....	do.....	2.8	4.7	4.2	4.1	5.1	4.6	4.6	3.8	5.2	4.8	4.7	
Corn meal.....	do.....	3.1	4.0	4.2	4.3	4.7	4.9	5.5	2.6	3.7	4.0	4.2	
Rolled oats.....	do.....	.....	8.5	8.5	8.5	10.9	10.2	10.8	.....	9.2	9.2	9.2
Corn flakes.....	8-oz. pkg.....	.....	11.8	11.6	11.6	9.7	10.4	10.1	.....	9.4	9.4	9.4
Wheat cereal.....	28-oz. pkg.....	.....	26.8	24.2	24.6	26.0	26.1	25.3	.....	25.1	23.9	24.1
Macaroni.....	Pound.....	.....	18.6	18.2	18.1	19.9	20.1	20.0	.....	22.0	20.5	21.0
Rice.....	do.....	7.7	10.9	11.7	11.7	9.8	10.2	10.4	9.2	10.5	10.1	10.3	
Beans, navy.....	do.....	.....	10.1	10.2	10.2	11.4	10.0	9.5	.....	11.5	9.9	10.0
Potatoes.....	do.....	1.0	1.6	2.2	2.4	2.0	2.0	2.5	1.6	2.4	2.6	2.8	
Onions.....	do.....	.....	4.6	4.9	4.9	5.1	6.9	6.9	.....	5.6	6.4	6.5
Cabbage.....	do.....	.....	3.9	3.2	4.7	4.4	3.9	5.6	.....	4.1	4.8	6.2
Beans, baked.....	No. 2 can.....	.....	14.9	14.9	16.2	13.4	13.0	13.2	.....	12.0	11.3	11.7
Corn, canned.....	do.....	.....	17.0	17.7	17.4	14.6	14.8	14.9	.....	14.4	14.3	15.1
Peas, canned.....	do.....	.....	19.2	19.2	19.7	17.8	17.5	18.1	.....	15.9	15.6	16.3
Tomatoes, canned.....	do.....	1 15.5	1 15.9	1 15.6	14.6	14.6	14.4	.....	.....	11.3	11.0	11.8
Sugar, granulated.....	Pound.....	6.1	8.9	10.8	10.6	9.0	11.4	11.2	5.5	7.8	10.0	9.7	
Tea.....	do.....	50.0	66.5	74.6	75.4	71.8	76.2	77.6	57.5	75.4	75.9	76.3	
Coffee.....	do.....	28.0	39.0	39.6	39.2	37.2	38.1	37.8	28.8	34.8	34.1	34.0	
Prunes.....	do.....	.....	18.1	15.8	15.8	21.0	18.1	18.8	.....	22.0	19.3	18.8
Raisins.....	do.....	.....	18.6	16.4	15.7	21.0	16.9	18.1	.....	19.6	15.0	15.1
Bananas.....	Dozen.....	2 15.7	2 15.7	2 15.6	2 11.5	2 13.6	2 13.9	.....	.....	37.5	38.5	38.2
Oranges.....	do.....	.....	44.2	42.6	41.0	52.4	51.8	43.5	.....	46.4	39.9	39.2

¹ No. 2½ can.² Per pound.

Comparison of Retail Food Costs in 51 Cities.

TABLE 6 shows for 39 cities the percentage of increase or decrease in the retail cost of food⁷ in January, 1924, compared with the average cost in the year 1913, in January, 1923, and in December, 1923. For 12 other cities comparisons are given for the one-year and the one-month periods. These cities have been scheduled by the bureau at different dates since 1913. These percentage changes are based on actual retail prices secured each month from retail dealers and on the average family consumption of these articles in each city.⁸

Effort has been made by the bureau each month to have perfect reporting cities. For the month of January 98 per cent of all the firms reporting in the 51 cities sent in a report promptly. The following were perfect reporting cities; that is, every merchant in the following-named 32 cities who is cooperating with the bureau sent in his report in time for his prices to be included in the city averages: Boston, Bridgeport, Buffalo, Butte, Charleston, Cincinnati, Columbus, Dallas, Denver, Detroit, Fall River, Indianapolis, Jacksonville, Little Rock, Louisville, Manchester, Milwaukee, Newark, New Haven, New Orleans, Norfolk, Omaha, Peoria, Portland (Oreg.), Richmond, Rochester, St. Paul, Salt Lake City, Savannah, Scranton, Springfield (Ill.), and Washington.

The following summary shows the willingness with which the merchants responded in January, 1924:

RETAIL PRICE REPORTS RECEIVED DURING JANUARY, 1924.

Item.	United States.	Geographical division.				
		North Atlantic.	South Atlantic.	North Central.	South Central.	Western.
Percentage of reports received	98	98	99	99	97	99
Number of cities in each section from which every report was received	32	9	6	9	4	4

⁷ For list of articles, see note 2, p. 26.

⁸ The consumption figure used from January, 1913, to December, 1920, for each article in each city is given in the MONTHLY LABOR REVIEW for November, 1918, pp. 94 and 95. The consumption figures which have been used for each month beginning with January, 1921, are given in the MONTHLY LABOR REVIEW for March, 1921, p. 26.

TABLE 6.—PERCENTAGE CHANGES IN THE RETAIL COST OF FOOD IN JANUARY, 1924, COMPARED WITH THE COST IN DECEMBER, 1923, JANUARY, 1923, AND WITH THE AVERAGE COST IN THE YEAR 1913, BY CITIES.

City.	Percentage increase January, 1924, com- pared with—		Percent- age de- crease January, 1924, com- pared with De- cember, 1923.	City.	Percentage increase January, 1924, com- pared with—		Percent- age de- crease January, 1924, com- pared with De- cember, 1923.
	1913	January, 1923.			1913	January, 1923.	
Atlanta.....	47	4	1	Milwaukee.....	52	6	10.1
Baltimore.....	53	2	2	Minneapolis.....	46	2	0
Birmingham.....	52	4	1	Mobile.....	4	4	1
Boston.....	52	2	2	Newark.....	48	1	2
Bridgeport.....		3	2	New Haven.....	50	2	3
Buffalo.....	52	2	3	New Orleans.....	48	2	10.4
Butte.....		2	0.4	New York.....	54	1	3
Charleston.....	52	2	0.4	Norfolk.....		2	2
Chicago.....	56	5	1	Omaha.....	47	6	12
Cincinnati.....	49	6	1.1	Peoria.....		7	0.4
Cleveland.....	46	2	1	Philadelphia.....	50	1	1
Columbus.....		6	1.1	Pittsburgh.....	54	5	0.4
Dallas.....	49	5	0.1	Portland, Me.....		0.4	2
Denver.....	39	5	10.3	Portland, Oreg.....	36	3	1
Detroit.....	53	3	1.1	Providence.....	53	1	2
Fall River.....	52	1	3	Richmond.....	54	0.2	4
Houston.....		4	1.2	Rochester.....		0.3	3
Indianapolis.....	44	4	1.1	St. Louis.....	50	5	10.2
Jacksonville.....	44	4	1	St. Paul.....		3	0.1
Kansas City.....	45	4	1.1	Salt Lake City.....	28	3	1
Little Rock.....	41	2	1.1	San Francisco.....	46	4	3
Los Angeles.....	43	3	1	Savannah.....		2	1
Louisville.....	41	5	10.4	Scranton.....	54	1	2
Manchester.....	49	3	2	Seattle.....	40	3	1
Memphis.....	42	4	0	Springfield, Ill.....		8	12
				Washington, D. C.....	54	2	2

¹ Increase.

Retail Prices of Coal in the United States.^a

THE following table shows the average retail prices of coal on January 15 and July 15, 1913; January 15 and December 15, 1923, and January 15, 1924, for the United States and for each of the cities from which prices have been obtained. Prices for coal are secured from the cities from which monthly retail prices of food are received.

In addition to the prices for Pennsylvania anthracite, prices are shown for Colorado, Arkansas, and New Mexico anthracite in those cities where these coals form any considerable portion of the sales for household use.

The prices shown for bituminous coal are averages of prices of the several kinds used. The coal dealers in each city are asked to quote prices on the kinds of bituminous coal usually sold for household use.

The prices quoted are for coal delivered to consumers, but do not include charges for storing the coal in cellar or coal bins where an extra handling is necessary.

^a Prices of coal were formerly secured semiannually and published in the March and September issues of the MONTHLY LABOR REVIEW. Since June, 1920, these prices have been secured and published monthly.

RETAIL PRICES OF COAL.

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AVERAGE RETAIL PRICES OF COAL PER TON OF 2,000 POUNDS, FOR HOUSEHOLD USE, ON JANUARY 15 AND JULY 15, 1913, JANUARY 15 AND DECEMBER 15, 1923, AND JANUARY 15, 1924.

City, and kind of coal.	1913		1923		1924
	Jan. 15.	July 15.	Jan. 15.	Dec. 15.	Jan. 15.
United States:					
Pennsylvania anthracite—					
Stove.....	\$7.99	\$7.46	\$15.43	\$15.83	\$15.77
Chestnut.....	8.15	7.68	15.46	15.79	15.76
Bituminous.....	5.48	5.39	11.18	9.93	9.75
Atlanta, Ga.: Bituminous.....	5.88	4.83	10.48	8.14	8.13
Baltimore, Md.: Pennsylvania anthracite—					
Stove.....	1 7.70	1 7.24	1 16.25	1 16.75	1 16.75
Chestnut.....	1 7.93	1 7.49	1 16.25	1 16.50	1 16.50
Bituminous.....			11.00	8.00	7.90
Birmingham, Ala.: Bituminous.....	4.22	4.01	8.41	8.43	8.23
Boston, Mass.: Pennsylvania anthracite—					
Stove.....	8.25	7.50	16.00	16.00	16.00
Chestnut.....	8.25	7.75	16.00	16.00	16.00
Bridgeport, Conn.: Pennsylvania anthracite—					
Stove.....			15.75	16.50	16.50
Chestnut.....			15.75	16.50	16.50
Buffalo, N. Y.: Pennsylvania anthracite—					
Stove.....	6.75	6.54	13.24	13.66	13.66
Chestnut.....	6.99	6.80	13.24	13.66	13.66
Butte, Mont.: Bituminous.....			11.49	11.39	11.42
Charleston, S. C.: Pennsylvania anthracite—					
Stove.....	1 8.38	1 7.75	1 17.00	1 17.00	1 17.00
Chestnut.....	1 8.50	1 8.00	1 17.10	1 17.10	1 17.10
Bituminous.....	1 6.75	1 6.75	12.00	12.00	12.00
Chicago, Ill.: Pennsylvania anthracite—					
Stove.....	8.00	7.80	16.18	17.00	17.00
Chestnut.....	8.25	8.05	16.05	17.00	17.00
Bituminous.....	4.97	4.65	10.98	8.71	8.69
Cincinnati, Ohio: Bituminous.....	3.50	3.38	9.64	8.14	8.09
Cleveland, Ohio: Pennsylvania anthracite—					
Stove.....	7.50	7.25	15.75	15.48	15.47
Chestnut.....	7.75	7.50	15.75	15.48	15.47
Bituminous.....	4.14	4.14	11.32	8.77	8.47
Columbus, Ohio: Bituminous.....			9.85	7.16	7.25
Dallas, Tex.: Arkansas anthracite—					
Egg.....			\$18.13	\$17.58	\$17.58
Bituminous.....	\$8.25	\$7.21	15.38	14.79	14.68
Denver, Colo.: Colorado anthracite—					
Furnace, 1 and 2 mixed.....	8.88	9.00	17.25	16.75	16.75
Stove, 3 and 5 mixed.....	8.50	8.50	17.25	16.75	16.75
Bituminous.....	5.25	4.88	10.69	10.68	10.72
Detroit, Mich.: Pennsylvania anthracite—					
Stove.....	8.00	7.45	16.00	16.38	16.13
Chestnut.....	8.25	7.65	16.00	16.38	16.13
Bituminous.....	5.20	5.20	11.89	9.80	9.48
Fall River, Mass.: Pennsylvania anthracite—					
Stove.....	8.25	7.43	16.50	16.50	16.00
Chestnut.....	8.25	7.61	16.08	16.42	15.92
Houston, Tex.: Bituminous.....			12.83	13.17	13.17
Indianapolis, Ind.: Pennsylvania anthracite—					
Stove.....	8.95	8.00	15.75	16.50	16.50
Chestnut.....	9.15	8.25	15.75	16.50	16.50
Bituminous.....	3.81	3.70	9.61	7.05	7.10
Jacksonville, Fla.: Bituminous.....	7.50	7.00	15.00	13.00	13.00

¹ Per ton of 2,240 pounds.

**AVERAGE RETAIL PRICES OF COAL PER TON OF 2,000 POUNDS, FOR HOUSEHOLD USE,
ON JANUARY 15 AND JULY 15, 1913, JANUARY 15 AND DECEMBER 15, 1923, AND JANUARY
15, 1924—Continued.**

City, and kind of coal.	1913		1923		1924
	Jan. 15.	July 15.	Jan. 15.	Dec. 15.	Jan. 15.
Kansas City, Mo.:					
Arkansas anthracite—					
Furnace.....			\$16.93	\$16.36	\$16.29
Stove, No. 4.....			17.75	17.38	17.38
Bituminous.....	\$4.39	\$3.94	8.90	8.56	8.50
Little Rock, Ark.:					
Arkansas anthracite—					
Egg.....			15.00	15.00	15.00
Bituminous.....	6.00	5.33	12.50	11.42	11.57
Los Angeles, Calif.:					
Bituminous.....	13.52	12.50	16.50	15.50	15.70
Louisville, Ky.:					
Bituminous.....	4.20	4.00	10.18	8.56	8.70
Manchester, N. H.:					
Pennsylvania anthracite—					
Stove.....	10.00	8.50	18.00	18.00	18.00
Chestnut.....	10.00	8.50	18.00	17.50	17.50
Memphis, Tenn.:					
Bituminous.....	² 4.34	² 4.22	9.41	7.79	8.00
Milwaukee, Wis.:					
Pennsylvania anthracite—					
Stove.....	8.00	7.85	16.65	16.78	16.78
Chestnut.....	8.25	8.10	16.63	16.59	16.59
Bituminous.....	6.25	5.71	12.72	10.62	10.19
Minneapolis, Minn.:					
Pennsylvania anthracite—					
Stove.....	9.25	9.05	17.71	18.17	18.14
Chestnut.....	9.50	9.30	17.67	18.08	18.08
Bituminous.....	5.89	5.79	13.91	11.63	11.51
Mobile, Ala.:					
Bituminous.....			10.93	11.07	11.07
Newark, N. J.:					
Pennsylvania anthracite—					
Stove.....	6.50	6.25	12.79	13.45	13.45
Chestnut.....	6.75	6.50	12.79	13.45	13.45
New Haven, Conn.:					
Pennsylvania anthracite—					
Stove.....	7.50	6.25	15.33	16.00	16.00
Chestnut.....	7.50	6.25	15.33	16.00	16.00
New Orleans, La.:					
Pennsylvania anthracite—					
Stove.....	10.00	10.00	21.50	22.00	22.00
Chestnut.....	10.50	10.50	21.50	22.00	21.75
Bituminous.....	² 6.06	² 6.06	11.21	11.44	11.36
New York, N. Y.:					
Pennsylvania anthracite—					
Stove.....	7.07	6.66	14.45	14.50	14.50
Chestnut.....	7.14	6.80	14.45	14.50	14.50
Norfolk, Va.:					
Pennsylvania anthracite—					
Stove.....			16.00	16.00	16.00
Chestnut.....			16.00	16.00	16.00
Bituminous.....			12.43	9.12	8.83
Omaha, Nebr.:					
Bituminous.....	6.63	6.13	11.94	10.86	10.17
Peoria, Ill.:					
Bituminous.....			7.17	6.21	6.37
Philadelphia, Pa.:					
Pennsylvania anthracite—					
Stove.....	¹ 7.16	¹ 6.89	¹ 15.09	¹ 16.14	¹ 15.75
Chestnut.....	¹ 7.38	¹ 7.14	¹ 15.09	¹ 16.04	¹ 15.75
Pittsburgh, Pa.:					
Pennsylvania anthracite—					
Stove.....	¹ 7.94	¹ 7.38	¹ 17.00	¹ 17.00	¹ 17.00
Chestnut.....	¹ 8.00	¹ 7.44	¹ 17.00	¹ 17.00	¹ 17.00
Bituminous.....	³ 3.16	³ 3.18	8.16	7.54	7.25
Portland, Me.:					
Pennsylvania anthracite—					
Stove.....			15.84	16.56	16.56
Chestnut.....			15.84	16.56	16.56
Portland, Oreg.:					
Bituminous.....	9.79	9.66	14.52	14.11	13.89

¹ Per ton of 2,240 pounds. ² Per 10-barrel lots (1,800 pounds). ³ Per 25-bushel lots (1,900 pounds).

AVERAGE RETAIL PRICES OF COAL PER TON OF 2,000 POUNDS, FOR HOUSEHOLD USE
ON JANUARY 15 AND JULY 15, 1913, JANUARY 15 AND DECEMBER 15, 1923, AND JANUARY
15, 1924—Concluded.

1924 Jan. 15.	City, and kind of coal.	1913		1923		1924
		Jan. 15.	July 15.	Jan. 15.	Dec. 15.	Jan. 15.
	Providence, R. I.:					
	Pennsylvania anthracite—					
\$16.29	Stove.....	\$8.25	\$7.50	\$16.42	\$16.40	\$16.35
17.38	Chestnut.....	8.25	7.75	16.40	16.40	16.35
8.50	Richmond, Va.:					
	Pennsylvania anthracite—					
15.00	Stove.....	8.00	7.25	16.50	16.50	16.50
11.57	Chestnut.....	8.00	7.25	16.50	16.50	16.50
	Bituminous.....	5.50	4.94	13.10	11.32	11.36
15.70	Rochester, N. Y.:					
8.70	Pennsylvania anthracite—					
	Stove.....			13.45	14.10	14.10
	Chestnut.....			13.45	14.10	14.10
18.00	St. Louis, Mo.:					
17.50	Pennsylvania anthracite—					
	Stove.....	8.44	7.74	16.58	17.13	17.13
	Chestnut.....	8.68	7.99	16.58	17.31	17.38
8.00	Bituminous.....	3.36	3.04	8.36	7.13	7.22
16.78	St. Paul, Minn.:					
16.59	Pennsylvania anthracite—					
16.19	Stove.....	9.20	9.05	17.67	18.14	18.14
	Chestnut.....	9.45	9.30	17.64	18.09	18.09
	Bituminous.....	6.07	6.04	13.93	12.19	11.59
18.14	Salt Lake City, Utah:					
18.08	Colorado anthracite—					
11.51	Furnace, 1 and 2 mixed.....	11.00	11.50	20.00	18.00	17.50
	Stove, 3 and 5 mixed.....	11.00	11.50	20.00	18.00	17.75
	Bituminous.....	5.64	5.46	9.17	8.48	8.50
11.07	San Francisco, Calif.:					
	New Mexico anthracite—					
	Cerillos egg.....	17.00	17.00	26.75	26.50	26.50
13.45	Colorado anthracite—					
13.45	Egg.....	17.00	17.00	24.25	24.50	24.50
	Bituminous.....	12.00	12.00	17.90	17.40	17.22
16.00	Savannah, Ga.:					
16.00	Pennsylvania anthracite—					
	Stove.....			\$ 17.00	\$ 17.00	\$ 17.05
	Chestnut.....			\$ 17.00	\$ 17.00	\$ 17.05
	Bituminous.....			\$ 14.08	\$ 12.20	\$ 12.12
22.00	Seranton, Pa.:					
21.75	Pennsylvania anthracite—					
11.36	Stove.....	4.25	4.31	9.82	10.53	10.53
	Chestnut.....	4.50	4.56	9.83	10.53	10.53
14.50	Seattle, Wash.:					
14.50	Bituminous.....	\$ 7.63	\$ 7.70	\$ 10.27	\$ 10.25	\$ 10.24
	Springfield, Ill.:					
	Bituminous.....			5.33	4.50	4.50
16.00	Washington, D. C.:					
16.00	Pennsylvania anthracite—					
8.83	Stove.....	1 7.50	1 7.38	1 15.87	1 16.31	1 16.33
	Chestnut.....	1 7.65	1 7.53	1 15.87	1 16.22	1 16.24
	Bituminous.....			1 11.34	1 9.06	1 9.04

¹ Per ton of 2,240 pounds.

⁴ Fifty cents per ton additional is charged for "binning." Most customers require binning or basketing the coal into the cellar.

⁶ All coal sold in Savannah is weighed by the city. A charge of 10 cents per ton or half ton is made. This additional charge has been included in the above prices.

⁷ Prices in Zone A. The cartage charges in Zone A were as follows: January and July, 1913, \$0.50; January, 1923, \$1.25 to \$2.25, and December, 1923, and January, 1924, \$1.25. These charges have been included in the price.

Index Numbers of Wholesale Prices in January, 1924.

ARRREST of the recent downward tendency in wholesale prices is shown for January by information gathered in representative markets by the United States Department of Labor through the Bureau of Labor Statistics. The bureau's index number, which includes 404 commodities or price series weighted according to their commercial importance, registered 151 for January, a duplication of the figure for the preceding month.

Among farm products decreases in cattle, cotton, eggs, milk, and clover hay offset increases in corn, oats, wheat, and hogs, resulting in a small net decrease for the group. Foodstuffs, also, were appreciably lower than in December, while cloths and clothing were slightly lower, due to decreases in certain cotton goods and silk.

Fuel and lighting materials, on the other hand, showed considerable advances over prices in December, particularly for bituminous coal, crude petroleum, and gasoline. The increases in this group averaged over 4 per cent. Small increases also were recorded for building materials, chemicals and drugs, and miscellaneous commodities, including cattle feed, lubricating oil, manila hemp, and laundry soap. No change in the general price level was shown for the groups of metals and metal products and house-furnishing goods.

Of the 404 commodities or price series for which comparable data for December and January were collected, increases were shown in 138 instances and decreases in 101 instances. In 165 instances no change in price was reported.

INDEX NUMBERS OF WHOLESALE PRICES, BY GROUPS OF COMMODITIES.

(1913=100.)

Group.	1923		1924. January.
	January.	De- cember.	
Farm products.....	143	145	144
Foods.....	141	147	143
Cloths and clothing.....	196	203	200
Fuel and lighting.....	218	162	169
Metals and metal products.....	133	142	142
Building materials.....	188	178	181
Chemicals and drugs.....	131	130	132
House-furnishing goods.....	184	176	176
Miscellaneous.....	124	116	117
All commodities.....	156	151	151

Comparing prices in January with those of a year ago, as measured by changes in the index numbers, it is seen that the general level has declined $3\frac{1}{4}$ per cent. Fuel and lighting materials averaged $22\frac{1}{2}$ per cent lower than in January, 1923, while building materials, house-furnishing goods, and miscellaneous commodities were considerably lower. Farm products, foods, cloths and clothing, metals and metal products, and chemicals and drugs, on the other hand, averaged somewhat higher than in the corresponding month of last year.

4. Wholesale Prices in the United States and Foreign Countries, 1913 to December, 1923.

IN THE following table the more important index numbers of wholesale prices in the United States and several foreign countries, as compiled by recognized authorities, have been reduced to a common base, in order that the trend of prices in the several countries may be directly compared. The results here shown have been obtained by merely shifting the base for each series of index numbers to the year 1913; i. e., by dividing the index for each year or month on the original base by the index for 1913 on that base. These results are therefore to be regarded only as approximations of the correct index numbers in the case of series constructed by averaging the relative prices of individual commodities.¹ This applies to the index numbers of the *Statistique Générale* of France, the series for Italy constructed by Prof. Riccardo Bachi, and the series here shown for Japan. The index numbers of the United States Bureau of Labor Statistics, those of the Bureau of Statistics of Canada, and those of the Census and Statistics Office of New Zealand are built on aggregates of actual money prices, or relatives made from such aggregates of actual prices, and therefore can readily be shifted to any desired base. The series here shown for Sweden, Germany, Canada, the United Kingdom, and Australia are reproduced as published, the last three series being rounded off to three figures. It should be understood also that the validity of the comparisons here made is affected by the wide difference in the number of commodities included in the different series of index numbers.

¹ For a discussion of index numbers constructed according to this method, see Bulletin No. 181 of the U. S. Bureau of Labor Statistics, pp. 245-252.

WHOLESALE PRICES IN THE UNITED STATES AND CERTAIN FOREIGN COUNTRIES.

[Index numbers expressed as percentages of the index number for 1913. See text explanation.]

Year and month.	United States: Bureau of Labor Statistics (revised); ¹ 404 commodities (variable).	Canada: Dominion Bureau of Statistics; 238 commodities.	United Kingdom: Board of Trade (revised); 150 commodities.	France: Statistique Générale; 45 commodities.	Germany: Statistisches Reichsamts; 38 commodities.	Italy: Riccardo Bachi; 100 commodities. ²	Japan: Bank of Japan, Tokyo; 56 commodities.	Sweden: Göteborgs Handels- och Sjöfartstidning; 47 commodities.	Australia: Bureau of Census and Statistics; 92 commodities.	New Zealand: Census and Statistics Office; 140 commodities.
1913.....	100	100	100	100	1	100	100	³ 100	.....	100
1914.....	98	.....	.....	102	.....	95	96	116	⁴ 100	102
1915.....	101	.....	.....	140	.....	133	97	145	141	121
1916.....	127	.....	.....	188	.....	201	117	185	132	131
1917.....	177	.....	.....	262	.....	299	147	244	146	149
1918.....	194	.....	.....	339	.....	409	192	339	170	172
1919.....	206	208	.....	356	.....	364	236	331	180	175
1920.....	226	241	307	510	15	624	259	347	218	208
1921.....	147	170	197	345	19	578	200	211	167	197
1922.....	149	152	159	327	342	562	196	162	154	174
1923.....	154	153	159	.....	.....	.....	.....	.....	.....	.....
1920										
January...	233	233	297	487	13	508	301	319	203	190
February...	232	238	310	522	17	557	314	342	206	194
March.....	234	241	319	554	17	602	322	354	209	202
April.....	245	251	325	588	16	664	300	354	217	205
May.....	247	257	326	550	15	660	272	361	225	206
June.....	243	255	322	493	14	632	248	366	233	205
July.....	241	256	317	496	14	604	239	364	234	215
August....	231	250	313	501	15	625	235	365	236	215
September	226	245	311	256	15	655	231	362	230	215
October...	211	236	302	502	15	659	226	346	215	216
November	196	224	287	461	15	670	221	331	208	214
December..	179	212	264	435	14	655	206	299	197	214
1921										
January...	170	202	246	407	14	642	201	267	196	212
February...	160	191	225	377	14	613	195	250	192	206
March.....	155	186	211	360	13	604	191	237	181	204
April.....	148	181	205	347	13	584	190	229	171	201
May.....	145	171	202	329	13	547	191	218	166	196
June.....	142	164	198	325	14	509	192	218	162	196
July.....	141	163	194	330	14	520	196	211	159	196
August....	142	166	190	331	19	542	199	198	160	193
September	141	162	187	344	21	580	207	182	160	190
October...	142	156	181	331	25	599	219	175	156	191
November	141	154	173	332	34	595	214	174	151	187
December..	140	154	168	326	35	595	209	172	148	185
1922										
January...	138	150	164	314	37	577	206	170	147	183
February...	141	152	162	306	41	562	204	166	147	178
March.....	142	151	160	307	54	533	201	164	146	176
April.....	143	151	160	314	64	527	197	165	148	176
May.....	148	152	161	317	65	524	194	164	155	174
June.....	150	151	160	325	70	537	197	164	156	172
July.....	155	152	160	325	101	558	201	165	157	174
August....	155	150	156	331	192	571	195	163	155	174
September	153	145	154	329	287	582	193	158	158	171
October...	154	146	155	337	566	601	190	155	159	171
November	156	150	158	352	1151	596	188	154	162	173
December..	156	151	156	362	1474	580	183	155	161	169
1923										
January...	156	151	157	387	2785	575	184	156	163	168
February...	157	154	158	422	5585	582	192	158	161	170
March.....	159	156	160	424	4888	586	196	162	163	171
April.....	159	157	161	415	5212	588	196	159	167	171
May.....	156	155	160	406	8170	580	199	158	170	173
June.....	153	156	159	409	19385	568	198	160	178	174
July.....	151	154	157	407	74787	566	192	157	180	173
August....	150	154	155	413	944041	567	.....	163	175	172
September	154	155	158	424	23900000	569	210	155	172	174
October...	153	153	158	421	7100000000	563	212	153	171	173
November	152	153	161	.....	725700000000	571	.....	151	173	176
December..	151	154	164	.....	(⁵)	577	210	.....	.....	170

¹ For particulars concerning revised index numbers, see MONTHLY LABOR REVIEW for July, 1922, pp. 59 and 60.² 38 commodities prior to 1920: 76 commodities in 1921.³ July, 1913, to June, 1914.⁴ July, 1914.⁵ 1261600000000.

Living Conditions of Bituminous Mine Workers.

A STUDY of the bituminous mine workers and their homes made by a subcommittee of the United States Coal Commission embodies the results of three distinct but complementary studies regarding living conditions among these workers. Surveys of the physical environment and community resources of the mining towns were made by a staff of field agents in 880 communities, 713 of which were controlled by companies, while 167 were independent. Sanitary surveys which covered a wide range of sanitary conditions were made by the United States Public Health Service in 123 communities, 64 of which were company controlled and 59 were independent. Retail prices and rents were studied in selected districts and family budgets secured. In addition a tabulation of the characteristics of the mining population, that is, their human requirements, was made from the schedules collected by the Bureau of the Census in 1920.

It is self-evident, the report says, that while considerations as to the available supply of labor and accessibility to a market may determine when a mine shall be opened, once it is opened the work must be done on the spot, and when the coal in that place has been mined, work there comes to an end and the workers must go elsewhere. Because of these facts it follows "(1) that the natural surroundings of the mine workers' homes vary as widely as the location of the coal deposits; (2) that frequently these mine workers must live far from any normal center of population; and (3) that to a great extent—greater probably than in any other occupation in the United States—they are dependent on their employers, not only for the conditions under which they work but also for the character of the houses in which they live and for the resources and atmosphere of the community of which they are a part. In respect to physical comfort, educational advantages, and protection of health, the mine worker's family in a company town may be better off or worse off than the average workman's family in town or city; but whether better or worse, the coal-mine operator is chiefly responsible, for there is relatively little the mine worker and his family can do to improve conditions."

Environment and Characteristics of Mining Population.

WORKERS in bituminous coal mines, who number nearly 600,000, are scattered over 28 States, but 70 per cent of them are in a 900-mile strip extending from northern Pennsylvania, through Ohio, West Virginia, Maryland, Virginia, eastern Kentucky, and Tennessee, to central Alabama; 20 per cent are in the States of Indiana, Illinois, Iowa, Missouri, Oklahoma, and Kansas; and the majority of the remaining 10 per cent are in the Rocky Mountain region and on the Pacific coast. The miners in Pennsylvania and the Middle West live for the most part in or near established communities, but in most of the other bituminous mining sections the miners' homes are frequently situated in narrow gorges or in creek beds, on steep mountain sides, or in generally inaccessible places, and often at considerable distances from any town or city.

According to the United States Census of 1920 the total number of bituminous workers at that time was 584,985, or 80 per cent of the 732,441 "coal-mine operatives" in the country. For the report of the commission data were secured covering 525,152, or about 90 per cent of the bituminous miners. The census classifies dwellers in incorporated towns of 2,500 population or over as urban and all others as rural. Only 21 per cent of the bituminous workers tabulated could be classified as urban, leaving almost four-fifths of them rural. It is considered probable that if the total number of bituminous workers could have been included, the proportion of rural residents would have been slightly higher. The proportions vary in different States. Of the five principal States, the number in Illinois living in urban communities was 47 per cent; in Indiana, 40 per cent; in Pennsylvania and Ohio, 18 per cent; and in West Virginia, less than 7 per cent.

In the anthracite field about 70 per cent of the mine workers live in incorporated communities of 2,500 or over. As a result of the fact that such a large proportion of anthracite workers live in self-governing communities, the grievances and disturbances arising out of company stores, company houses, company-controlled communities, and "closed communities," with their accompanying restriction or suppression of civic rights, which are common in the bituminous fields, are practically absent in the anthracite fields.

Two-thirds of the miners tabulated were between the ages of 20 and 45 years and only 7 per cent were over 55 years. There were 310,719 native-born white workers, or about 60 per cent of the total workers in the industry; 42,443, or 8.1 per cent, native colored workers; and 171,990, or 32.7 per cent, workers born outside the United States. The percentage of foreign-born varied greatly in the different States. In Indiana they formed 17.3 per cent of the total and in Pennsylvania 55.4 per cent. In Alabama 3.6 per cent were foreigners and in West Virginia 20 per cent, although in Alabama 52.7 per cent and in West Virginia about 20 per cent, of the miners were colored. In the other leading bituminous States—Pennsylvania, Ohio, Indiana, and Illinois—the number of colored workers was less than 2.5 per cent. Since colored and immigrant workers are more easily exploited for a low wage, their relative numbers are of importance. Workers born in this country predominate in the Middle Western States, in the Rocky Mountain regions, and in the far West, although Mexicans are numerous in New Mexico and Japanese in the Northwest. A comparison of the anthracite and bituminous fields shows that one out of two anthracite workers and one out of three bituminous workers were born outside of the United States.

Of the total of 171,990 foreign-born bituminous workers the proportion coming from the principal countries was as follows: Italy, 22 per cent; Austria, 14 per cent; Poland, 13 per cent; British Isles, 10 per cent; Russia, Hungary, and "Slovakia," each 8 per cent; Yugoslavia, 5 per cent, and Germany, 3 per cent, while the remainder came mainly from France, Bohemia, Sweden, Belgium, Greece, Bulgaria, Rumania, and Syria.

Sixty-nine per cent of these foreign-born workers have been in the country 10 years or more. The almost complete cessation of immigration during the war and thereafter accounts for the small

number, 1.3 per cent, who had been in the country less than five years.

In spite of the fairly long residence in this country of the majority of these workers, only 26.2 per cent had completed their naturalization in 1920 and only 16.9 per cent had taken out first papers, while 51.7 per cent were reported as still wholly alien. The conditions as to citizenship of 5.2 per cent were not reported. It is considered that making allowance for foreign-born workers under 18, who of course can not take out naturalization papers, the wholly alien would not be less than 50 per cent. Of the foreign-born workers in the anthracite industry, those who were wholly alien amounted to 44.1 per cent in 1920. Such a large proportion of aliens in both branches of the coal industry is considered by the writers of the report to indicate a lack of interest or energy on the part of the interests or associations which might be expected to encourage these persons to assume American citizenship.

In regard to literacy there were 11.1 per cent of the total number of workers who were unable to read or write and 1 per cent who were able to read but not write. Of the foreign-born from countries other than the British Isles 12.7 per cent were unable to speak English. Ability to speak English and ability to read and write are of particular importance in an industry of such a hazardous nature as the coal industry, where the safety of the workers often depends on posted notices, on the spoken warning of the foremen, or on the worker's own ability to leave written warnings for others.

About 62 per cent of the miners maintain homes in the places where they work; over 17 per cent, mainly single men, live with parents or relatives; and 20 per cent, both married and single men, are boarding or lodging.

In 70 per cent of the homes of mine workers there are not over five members in the family, including parents, or those who stand in place of parents, and children living at home. In about 11 per cent there are eight or more in the family. In 69 per cent of the homes the mine worker is the sole support of the family; in 23 per cent there is one other member of the family working, and in only 8 per cent are there two or more.

General Living Conditions.

THE investigation as to living conditions covered about 200,000 workers in the States of Alabama, Illinois, Indiana, Iowa, Kansas, Kentucky, Maryland, Missouri, Ohio, Pennsylvania, Tennessee, Virginia, and West Virginia. A detailed schedule was used covering the topography and natural location, housing, and highways; water supply, sewage disposal, and lighting service; sources of food supply; means of communication with other communities; educational facilities; churches, hospitals, medical service, recreation, and other community resources.

It becomes necessary for operators to provide living quarters for miners and their families when mining operations are conducted in sections remote from centers of population. When normal communities are within practicable distance from the mines, however, it is only where there is a large proportion of foreign-born workers that

relatively large numbers are found living in company communities. In general, company-controlled communities are relatively unimportant factors in the Middle West, where four-fifths to nine-tenths of the mine workers live in self-governing communities; they are of great importance to the mine workers of West Virginia and other southern fields, where from two-thirds to four-fifths of the workers live in company towns; and of somewhat less importance in Pennsylvania and eastern Ohio, where from one-fourth to one-half live in company communities.

Although there are notable exceptions, the company communities usually consist of rows or clusters of houses placed apparently where it is easiest and cheapest to build them. About 95 per cent of the houses in the company towns studied were built of wood.

More than two-thirds were finished outside with weatherboard, usually nailed directly to the frame with no sheathing other than paper and sometimes not even that. The weatherboard commonly used was plain overlapping siding, but in the northern coal fields a better sort of fitted weatherboard was frequently seen. Over two-thirds of the roofs were of composition paper. The houses usually rest on post foundations, with no cellars; but the double houses, especially in the more rigorous climates, often have solid foundations, and occasionally excavated cellars. There are porches on nearly all except the shanties. Wood sheathing forms the inside finish of half the houses, plaster of 38 per cent. Board and batten houses, the cheapest type of construction, were used in over a fourth of the dwellings in the 713 communities, and in communities presenting a conspicuous range of general conditions.

There were approximately 71,000 company-owned family dwellings included in the survey and of these 2.4 per cent had bathtubs or showers, 3 per cent inside flush toilets, and only 13.8 per cent running water, although nearly 61 per cent of the communities had waterworks systems. Sixty-six per cent of these dwellings had electricity or gas.

In spite of the fact that such a large proportion of the communities have waterworks systems the prevailing source of water supply was found to be from wells, either driven or dug. In the best communities there was one pump or hydrant for each family, but in over 67 per cent of the towns one pump, hydrant, or other supply point was used by from two to six families, and in half a dozen communities as many as 30 families had to get their water from one place.

The state of repair and general upkeep of the towns is considered as important as the plan, construction, and equipment. It was found that the repair of company houses was a matter of constant controversy between mine officials and individual mine workers, the latter contending that it was a difficult matter to get repairs made, while the officials maintained that workers willfully or carelessly destroyed company property. While many of the towns were found to be exceptions to the prevailing neglect, they were not so numerous as to be more than exceptions. In spite of this fact, however, the statement is made upon the authority of official representatives of the United Mine Workers of America that such matters as a minimum standard of housing or of community facilities have never been incorporated in the formal demands of the union upon the operators.

Other factors of particular importance in the living conditions of a community are educational facilities, provisions for medical and

mental service, institutions of public worship, and opportunities for recreation and amusement. The facts regarding these resources in the company towns are summarized as follows:

In the majority of the communities provision for recreation and amusement is so meager as to be almost negligible.

Educational facilities were rated at 75 or over in 44 per cent of the communities which were scored in the field on the basis of 100. These facilities were not always provided by State or county boards of education, but sometimes were subsidized by the companies, and sometimes supported by a school tax deducted from the pay of the mine workers.

Medical service was within reach of practically all the communities, but with varying degrees of ease. One physician sometimes serves several communities and is therefore not able to respond to calls promptly. Dental service was within practicable reach of only a small minority of the communities. Hospital and nursing service, except in model communities, is not within convenient, or even reasonable, distance, taking into consideration the condition of the roads and the available transportation facilities.

Churches, or buildings which were available for church services, were found in a majority of the communities. Frequently the same structure served more than one denomination, and other purposes than that of a place for church activities. In some cases the community has raised money for the erection of a church, the company contributing to the fund.

The probable life of the mines is of importance in a consideration of the provisions made by the companies for the comfort and welfare of the employees, since "restricted life of mining operations" is often given as a reason for failure to provide proper conditions. In over 60 per cent of the West Virginia mines the probable life remaining, as given by company officials, ranged from 30 to 200 years, the average being approximately 42 years. About the same length of operation was expected in the mines in the other southern States; over 30 years in Illinois and Indiana; and 28 and 24 years, respectively, for Pennsylvania and Ohio, with over 30 years for approximately 30 per cent of the mines in the last-named two States.

A rating schedule was devised as a measure of comparison between the different communities, which in a measure draws the lines between good conditions and average, and between average and bad, although there is no sharp line of demarcation between the groups. According to this rating 66, or 9 per cent, of the 713 towns studied scored 75 or better out of a possible 100 points; 82, or 11 per cent, scored under 50; and 565, or 80 per cent, scored between 50 and 75 or what might be called an average of the conditions prevailing in these towns.

There are certain advantages accruing to mine workers living in company-controlled communities, including a lower range and level of rents, lower cost of fuel and light, usually no charge for water even when it is piped to the premises, and the provision of medical service at comparatively small expense to the miner and his family. The value of these advantages, however, is greatly offset by the usual terms of tenancy.

Most mining companies, especially those operating in places remote from normal centers of population, build houses in order to keep a supply of mine workers, and when they give a man the right to move into one of their houses it is because he is employed or is to be employed by the company. As soon as his employment ceases, or upon very short notice, he must give up the house to the one who takes his place in the mines, so that the miner has a very different

status from that of the man who rents a house under the ordinary tenancy laws. Other restrictions or provisions which are found in many of the leases limit the right of the employee to take lodgers or boarders, and to entertain or harbor on the premises persons objectionable to the company, while they allow the company to pay itself out of the wages of the workers for rent due and for damages to property and to evict tenants, at the termination of the lease, without liability for damage to their belongings and without prejudicing the company's claim for any arrears in rent. The legal insecurity of tenancy, therefore, and the limitations upon the rights of the tenants are of importance in comparing the returns for rents paid for company-owned and for non-company-owned houses.

A comparison of community resources in company towns and 167 independent communities in which 57,000 men engaged in mining lived, shows no great variation between the two in recreational facilities and other features of family and community life in the towns having fewer than 2,500 inhabitants, but it does show that the miners' houses are less well equipped with conveniences such as running water. A low standard in regard to sewage disposal was found to be present in both company controlled and independent communities having populations of less than 1,000.

Cost of Living.

A STUDY of the prevailing retail prices and of the actual expenditures of families was made by the commission in 10 representative mining centers of different character in West Virginia, Pennsylvania, Ohio, Illinois, and Alabama. In the company-controlled communities this information was secured direct from the sources of supply and company records furnished information on rents and cost of water, fuel, and light. A certain percentage of the families in these districts were visited to check the information gathered and also to secure information as to other expenditures, amount of home produce, size of family, number of working members, and sources and amounts of incomes.

Data relating to expenditures are for 1922 and on prices for December 15, 1922. Conditions as to earnings were far from normal, however, during 1922 in all unionized mining districts, as the mines were not in operation from April 1 to August, and in some cases into September.

The total amount available for the year in these six localities varied from \$1,267.38 in Kanawha to \$1,934.66 in Belmont County, Ohio. Earnings by the head of the family ranged from \$906.14 in Kanawha to about \$1,250 in Connellsville and central Illinois. In none of the six were the father's earnings enough to meet the bills. In the Ohio district they amounted to only 53.2 per cent of the year's expenses; ranging from that up to 82.7 per cent in the New River district of West Virginia. In none of the six, for that matter, was all income from current sources sufficient, but in all of them it was necessary to draw on savings, to borrow money, and to receive some assistance from strike funds or other sources. The relative importance of these additions to the current income was least in New River, where they made up 7.3 per cent of the purse for the year; greatest in Ohio, where they constituted 29.4 per cent. "Assistance" did not add much to the average resources; only in Kanawha, where the total budget was smallest, did it amount to as much as 2 per cent. The amount drawn from savings and the amount borrowed was no doubt determined

rather by the size of deposits in the bank and available credit than by need, and were larger in the localities which are generally prosperous.

The noticeable features in the distribution of expenditures are the large proportion of the income spent for food, the small amount spent for housing and for household furnishings, the relatively large amount for miners' supplies and hardware, and the variation in the amount devoted to investments according to the general standard of living in the different communities. Clothing is of about the same importance as in the ordinary city workingman's budget, and there are items, as, for example, automobiles, which would not be included in the budgets of city families of corresponding incomes.

About \$40 of every \$100 spent by the miner goes for food, the exact percentage varying from 30.5 per cent in Belmont County, Ohio, to 44.8 per cent in the Kanawha district of West Virginia. The average amount of money spent for food per year varied from \$472 in Alabama mining camps, where the family averages four members, to \$636 in Ohio where the average family consists of five members, the actual difference per person per year being only \$9.

A study of dietary requirements as applied to the kinds and quantities of food purchased shows that adequate and suitable food for a family of four in Alabama would have cost 53 per cent more than was spent, and for a family of five in Ohio, 25 per cent more. The cost of food was found to be considerably higher in the company towns, although the cost of housing was less. In spite of the greater cost of housing in the communities with only a few company houses, such communities were found to be much more prosperous. In Ohio and Illinois, where the miners' families visited lived in incorporated towns, 10 and 15 per cent of the money they spent during 1922, notwithstanding the strike, went into investments, while in the New River district of West Virginia, where all the families visited lived in company patches, only 2 per cent was saved or invested.

In general, wherever independent mining towns predominate, prices on all items except coal correspond with prices in wage-earning sections of near-by industrial cities. In localities where company-controlled communities prevail, prices of food are usually higher, but rents and costs of fuel are lower.

Conditions in mining camps are not usually such as to make for stable, responsible citizenry. The change from company-owned camps to independent communities must be evolved as mining districts develop diversified industries. The unlimited water power of West Virginia, its natural resources of gas, coal, and timber, the latent wealth of Alabama, will as years pass by, effect great changes in the industrial life of these mining districts. As these changes take place, camp life must give way to self-supporting community life, where every man has his chance to a bit of ground and a home, where every man is expected to meet his liabilities, and where every man must take his share of community responsibility. Only the coal companies who own thousands of acres of land in these undeveloped regions can stimulate and guide such changes.

Food Situation in Germany.

ACCORDING to a report recently made on the food situation by the American commercial attaché at Berlin, Germany is confronted with three major difficulties in her food supply:

(1) Inability of merchants or Government to finance the usual margin

of imports; (2) breakdown of currency and consequently of distribution of domestic supplies from the farms to the cities; and (3) widespread unemployment both in occupied and unoccupied Germany and consequent inability of large masses of people to buy, even if sufficient supplies existed.

Imports Required.

THE harvest of 1923 yielded approximately 9,500,000 tons of bread grains, 30,000,000 tons of potatoes, and 1,200,000 tons of sugar, as compared with 7,000,000 tons of bread grains, 41,000,000 tons of potatoes, and 1,450,000 tons of sugar obtained from the harvest of 1922. The total food values are therefore not far different in the two harvests, as the increase of bread grains is largely offset by the decrease of potatoes and sugar.

Germany must at all times import a certain amount of food, since the domestic production of meats, fats, and dairy products is always considerably below the national needs, and has been particularly so since the war, owing to the constant shortage of imports of animal feed. The margin of imports needed during the current harvest year based upon last year's experience (assuming that normal domestic distribution can be reestablished) is apparently about 50,000,000 bushels of bread grains and 700,000 tons of fats and vegetable oils and seeds.

Imports are still in progress by the exchange of diminishing exports, but supplies from this source are further limited by the tendency of exporters to hold their balances in stable currencies abroad, or to devote them to the purchase of raw materials which can upon manufacture be reexported. * * * Food merchants are unable to find foreign credits and the Government can not, without the consent of the various powers, establish commercial credits on its own behalf of a volume required to meet the situation.

Breakdown in Internal Distribution.

NORMAL distribution has practically broken down because of the complete collapse of the old currency. The new rentenmark gives no immediate promise of solving the situation. It is difficult to induce the farmers to deliver their farm products as long as they can not be paid in stable currency, and it is quite impossible to compel bakers and other food distributors to accept in payment paper currency, which may lose much of its value before they can repurchase flour from the millers, potatoes from the wholesaler, and so on. One effect of the currency collapse is that food dealers are compelled to exact very high profits in order to protect themselves against currency depreciation, and in consequence retail prices of foodstuffs have risen greatly and often exceed world price levels. Food riots in the cities, the plundering of foodshops, and seizures of food in shipment complicate the situation still further.

Thus far the Government has prevented the general closing down of bakeries and other food shops, and has also been able to compel food distributors to accept paper currency, but as the currency confusion and general dislocation increases the number of shops is decreasing. In a number of cities regulations have been issued which provide for the maximum purchase at any one time of one pound of

sugar, one-half pound of butter, and two pounds of flour, but even for these small quantities it is often necessary to stand several hours in line before police-guarded shops. The population of Berlin recently has been receiving but 12 per cent of the fresh milk supply of 1913; the proportion of butter is not much greater, and a large number of the meat shops have closed recently for lack of supplies. The per capita meat consumption in the cities had declined from about 10 pounds per month in 1912 to 3 pounds per month before the recent breakdown in distribution.

A large portion of the city population usually purchases its potato supply before the cold weather sets in, but last fall this was not possible partly because of the currency breakdown and partly because a vast majority of the wage and salary earners had no reserves and credit had long ceased. The potato harvest was, moreover, delayed three or four weeks on account of unfavorable weather. The lack of adequate credits and the currency breakdown have thus far prevented the prompt shipment of normal potato supplies to the cities, while the inability to move more than a third of the normal supplies to occupied Germany, on account of transport paralysis and general political and economic confusion, accounts for the famine prospects in the Ruhr district.

The effect of the breakdown in distribution upon the agricultural classes has been to stimulate farm consumption of food, i. e., to increase the feeding of bread grains, potatoes, sugar beets, skim milk, etc., to animals, in spite of Government efforts to prevent it. This is partly contributed to by the inability to import cattle feed.

Reduced Purchasing Power.

THE unprecedented state of unemployment prevailing at present in Germany has affected the purchasing power of millions of the industrial populations in such a manner that they can no longer provide a minimum ration for themselves and their families. It is estimated that on November 1, 1923, between two and three million were totally unemployed in unoccupied Germany and 7,000,000 were working short time. Of the latter, 3,000,000 were on half time or less. This leaves about 1,500,000 to 2,000,000 in unoccupied territory on full time. In the occupied area from 80 to 90 per cent of organized labor were totally or partly unemployed in November.

The Government doles for total or partial unemployment are entirely inadequate. Thus on October 18, when serious bread riots were occurring in Berlin a totally unemployed worker with a wife and two children received a maximum of 1,800,000,000 marks per week. These millions of paper marks meant in actual purchasing power the equivalent of 10½ pounds of bread, or two pounds of margarine, or 36 pounds of potatoes.

Groups Affected.

ALL THESE difficulties are bringing acute privation to about 20,000,000 of the workers and professional groups in the cities and densely populated manufacturing areas. The agricultural population, the people who live in small towns in the agricultural regions

and can barter directly with the farmers, the well-to-do people, and the more expensive restaurants in the cities are supplied from domestic produce. The casual American tourist is often misled as to the true situation by the fact that meals can easily be secured at prices reasonable according to American standards, ignoring the fact that the cost of two dinners at a good hotel may easily represent more than the weekly wage of a skilled German workman.

The children in the poorer quarters are showing grave signs of distinct undernourishment and generally the situation is one of rapid degeneration.

The ultimate effect of all the factors mentioned above is to make necessary an increase in the volume of food imports unless currency is rehabilitated and normal distribution reestablished.

WAGES AND HOURS OF LABOR.

Wages and Hours of Labor in the Paper and Pulp Industry, 1923.

AVERAGE earnings per hour, average full-time hours per week, and average full-time earnings per week in 1923 are here presented for employees engaged in the manufacture of paper and wood pulp in the United States.

The 1921 Census of Manufactures reported 105,294 wage earners in the paper and wood pulp industry. As these employees are not classified according to the divisions of the industry, only a general idea could be secured as to the manner in which the employees covered by this investigation should be allocated among the various branches of the industry.

Pulp mills are classified according to the method followed in reducing the wood to pulp, as ground wood, sulphite fiber, soda fiber, and sulphate fiber, and this study has been confined to mills making ground wood, sulphite fiber, and sulphate fiber. Paper mills are classified according to the kinds of paper produced, and this investigation has been confined to those mills whose principal product is book, newsprint, wrapping, or writing paper. Mills making manila (rope, jute, tag, etc.), heavy wrapping, straw, and bogus or wood manila paper have not been scheduled.

The data here summarized were taken by agents of the bureau directly from the pay rolls and other records of 199 mills located in California, Louisiana, Maine, Maryland, Massachusetts, Michigan, Minnesota, New Hampshire, New York, Ohio, Oregon, Pennsylvania, Vermont, Virginia, Washington, and Wisconsin, which States, according to the 1921 Census of Manufactures, contain 90 per cent of the total number of wage earners in paper and pulp mills. The averages shown have been computed from individual hours and earnings of 26,050 paper and 13,011 pulp mill employees, constituting 37 per cent of all the wage earners in these industries in the United States.

In the majority of cases the pulp and paper mills are a part of the same establishment. A large number of the establishments scheduled make more than one kind of pulp, while several make the three kinds. Owing to the practical difficulty of segregating the employees engaged in making each kind of pulp in these establishments, all three divisions of the pulp industry have been treated as a unit.

Several establishments covered in this study are engaged in making more than one kind of paper, but whenever this occurs the establishment has been classified according to its main product.

The data summarized in the following tables were taken from a representative pay roll of each establishment covered. The data relating to pulp mills were taken from the March record of 23 establishments, the April record of 19 establishments, the May record of

34 establishments, the June record of 2 establishments, the July record of 2 establishments, and the August record of 1 establishment.

The data relating to paper mills were taken from the March record of 43 establishments, the April record of 28 establishments, the May record of 40 establishments, the June record of 3 establishments, the July record of 3 establishments, and the August record of 1 establishment. The great mass of the data is not, therefore, all for any particular month but for March, April, or May, 1923.

In the pulp establishments 49 one-week pay rolls and 32 half-month or two-week pay rolls were taken. In the paper establishments the corresponding numbers were 73 and 46, respectively.

It will be observed that for pulp manufacturing, figures are shown for 12,535 male employees in 81 establishments and 476 female employees in 15 establishments. The average earnings per hour of males in all occupations were 46.9 cents and of females 33.4 cents. The average full-time hours per week of males were 52.8 and of females 49.7. The average full-time earnings per week of males in all occupations were \$24.76 and of females in all occupations \$16.60.

Under book-paper mills, figures are shown for 9,802 male employees in 34 establishments and 1,590 female employees in 31 establishments. The average earnings per hour of males in all occupations were 52.7 cents and of females 31.9 cents. The average full-time hours per week of males were 51.4 and of females 51.5. The average full-time earnings per week of males in all occupations were \$27.09 and of females in all occupations \$16.43.

Under newsprint mills it will be observed that figures are shown for 6,414 male employees in 40 establishments and for 82 female employees in 17 establishments. The average earnings per hour of males in all occupations were 58.9 cents and of females 32.9 cents. The average full-time hours per week of males were 49.4 and of females 50.3. The average full-time earnings per week of males in all occupations were \$29.10 and of females in all occupations \$16.55.

Under wrapping-paper mills, figures are shown for 3,832 male employees in 24 establishments and 207 female employees in 22 establishments. The average earnings per hour of males in all occupations were 52.8 cents and of females 30.2 cents. The average full-time hours per week of males were 52.4 and of females 52.7. The average full-time earnings per week of males in all occupations were \$27.67 and of females in all occupations \$15.92.

Under writing-paper mills, figures are shown for 3,216 male employees in 20 establishments and 907 female employees in 20 establishments. The average earnings per hour of males in all occupations were 55.1 cents and of females 37.9 cents. The average full-time hours per week of males were 51.3 and of females 51.2. The average full-time earnings per week of males in all occupations were \$28.27 and of females in all occupations \$19.40.

Studying the several occupations, it is seen that the average earnings per hour of males in pulp mills ranged from 42.2 cents for laborers to 70.2 cents for cooks, sulphite; in book-paper mills from 43.1 cents for laborers to 82.5 cents for machine tenders; in newsprint mills from 43.7 cents for laborers to 94.3 cents for machine tenders; in wrapping-paper mills from 43.2 cents for laborers to 83.2 cents for

machine tenders; and in writing-paper mills from 43.3 cents for laborers to 89 cents for machine tenders.

The days of operation in the 12 months ending March 31, 1923, for 196 pulp and paper mills ranged from 6¹ to 365, the average being 298 days. For pulp mills the days of operation ranged from 6¹ to 365, the average being 298 days. For book-paper mills the days of operation ranged from 236 to 311, the average being 299 days; in newsprint mills the days of operation ranged from 158 to 317, the average being 300; in wrapping-paper mills the days of operation ranged from 258 to 311, the average being 304; and in writing-paper mills the days of operation ranged from 221 to 311, the average being 284. The difference between the average days of operation and a possible full time of 313 week days was due to the following conditions: In the pulp mills, 15 establishments were closed by lack of orders or business depression from 5 to 359 days; 9 pulp mills were closed for holidays from 2 to 16 days; 32 pulp mills were closed because of lack of power from 2 to 157 days; and 18 pulp mills were closed for repairs from 1 to 94 days.

Likewise 12 book-paper mills were closed by lack of orders or business depression from 6 to 69 days; 34 were closed for holidays from 2 to 8 days; 4 were closed because of lack of power from 3 to 15 days; 6 were closed for repairs from 3 to 20 days; 2 were closed for lack of materials for 11 days; and 1 was closed 12 days for vacation.

Two newsprint mills were closed by lack of orders or business depression 105 and 151 days; 37 were closed for holidays from 2 to 6 days; 4 were closed because of lack of power from 1 to 18 days; 11 were closed for repairs from 1 to 21 days; and 5 were closed for lack of materials from 4 to 7 days.

Two wrapping-paper mills were closed by lack of orders or business depression 14 and 16 days; 24 were closed for holidays from 2 to 5 days; 3 were closed because of lack of power from 2 to 7 days; and 5 were closed for repairs from 1 to 51 days.

Ten writing-paper mills were closed by lack of orders or business depression from 2 to 93 days; 20 were closed for holidays from 2 to 7 days; 2 were closed by lack of power 3 days each; 9 were closed on account of repairs from 3 to 28 days; 1 mill was closed 6 days for inventory; and 1 mill was closed 6 days on account of strike.

More extended information will be presented in a forthcoming bulletin of the Bureau of Labor Statistics.

¹ Data for one mill which operated only 6 days during the year ending March 31, 1923, were taken for a later period.

AVERAGE FULL-TIME HOURS PER WEEK, EARNINGS PER HOUR, AND FULL-TIME EARNINGS PER WEEK IN PAPER AND PULP MILLS, 1923, BY OCCUPATION AND SEX.

Pulp mills.

Sex and occupation.	Number of establishments.	Number of employees.	Average full-time hours per week.	Average earnings per hour.	Average full-time earnings per week.
<i>Male.</i>					
Barker men.....	35	290	52.2	\$0.448	\$23.39
Splitter men.....	36	119	52.5	.451	23.68
Chipper men.....	54	200	53.7	.455	24.43
Grinder men.....	50	1,054	52.0	.497	25.84
Acid makers.....	47	128	53.6	.617	33.07
Cooks, sulphite.....	47	139	53.7	.702	37.70
Cooks, sulphate.....	12	32	54.8	.574	31.46
Blow-pit men.....	46	175	51.7	.474	24.33
Diffuser men.....	13	37	55.1	.505	27.83
Evaporator men.....	12	32	54.8	.496	27.14
Recovery men.....	12	133	57.7	.456	25.16
Caustic men.....	12	34	57.2	.499	28.31
Screen men.....	55	292	53.0	.467	24.75
Head pressmen.....	54	191	53.3	.562	28.95
Pressmen.....	70	992	50.7	.466	23.63
Rag workers.....	15	125	51.5	.350	18.13
Rag-washer men.....	14	62	49.0	.554	27.15
Laborers.....	81	5,193	53.2	.422	22.45
Other employees.....	81	3,307	53.0	.515	27.39
All occupations, male.....	81	12,535	52.8	.469	24.78
<i>Female.</i>					
Rag sorters.....	15	426	49.7	.339	16.49
Rag workers.....	7	50	49.8	.372	18.53
All occupations, female.....	15	476	49.7	.334	16.90
All occupations, male and female.....	81	13,011	52.7	.464	24.45

Book-paper mills.

<i>Male.</i>					
Beater engineers.....	33	247	48.8	\$0.697	\$34.01
Beater men.....	54	1,005	49.9	.488	24.35
Size makers.....	31	48	51.6	.490	26.73
Machine tenders.....	34	453	49.2	.825	40.59
Back tenders.....	34	476	49.1	.609	29.20
Third hands.....	32	409	49.3	.514	25.34
Fourth hands.....	24	289	48.6	.477	23.18
Coating machine runners.....	5	128	48.7	.613	29.85
Calender men.....	24	445	48.7	.577	28.10
Cutter men.....	22	204	52.7	.470	24.77
Plater men.....	2	10	54.4	.567	29.81
Trimmer men.....	17	106	51.7	.585	30.22
Packers.....	32	476	53.2	.517	27.59
Laborers.....	34	1,205	53.6	.451	23.10
Other employees.....	34	4,301	52.3	.512	26.78
All occupations, male.....	34	9,802	51.4	.527	27.09
<i>Female.</i>					
Cutter girls.....	26	385	51.3	.331	16.98
Plater girls.....	2	35	50.0	.336	16.89
Sorters.....	17	563	52.9	.397	15.96
Counters.....	23	313	51.7	.320	16.34
Other employees.....	18	294	50.6	.319	16.14
All occupations, female.....	31	1,590	51.5	.319	16.43
All occupations, male and female.....	34	11,392	51.4	.498	25.60

AVERAGE FULL-TIME HOURS PER WEEK, EARNINGS PER HOUR, AND FULL-TIME EARNINGS PER WEEK IN PAPER AND PULP MILLS, 1923, BY OCCUPATION, AND SEX—Continued.

Newsprint mills.

Sex and occupation.	Number of establishments.	Number of employees.	Average full-time hours per week.	Average earnings per hour.	Average full-time earnings per week.
<i>Male.</i>					
Beater engineers.....	38	138	48.3	\$0.717	\$34.63
Beater men.....	33	445	48.0	.457	21.94
Size makers.....	13	14	51.9	.488	25.33
Machine tenders.....	40	418	48.0	.943	45.26
Back tenders.....	40	419	48.0	.758	36.38
Third hands.....	40	407	48.0	.641	30.77
Fourth hands.....	37	335	48.0	.513	24.62
Cutter men.....	18	53	50.6	.469	23.73
Trimmers.....	4	7	52.3	.455	23.80
Packers.....	40	361	49.5	.468	23.17
Laborers.....	40	1,011	50.3	.437	21.98
Other employees.....	40	2,806	50.1	.600	30.06
All occupations, male.....	40	6,414	49.3	.589	29.04
<i>Female.</i>					
Cutter girls.....	17	65	49.4	.339	16.75
Other employees.....	3	17	54.0	.290	15.06
All occupations, female.....	17	82	50.3	.329	16.55
All occupations, male and female.....	40	6,496	49.3	.585	28.90

Wrapping-paper mills.

<i>Male.</i>					
Beater engineers.....	24	84	55.1	\$0.708	\$39.01
Beater men.....	24	410	51.1	.470	24.02
Size makers.....	13	18	54.3	.506	27.48
Machine tenders.....	24	234	51.2	.832	42.60
Back tenders.....	24	235	51.2	.638	32.67
Third hands.....	24	222	50.8	.543	27.58
Fourth hands.....	21	195	50.1	.468	23.45
Calender men.....	2	5	50.4	.614	30.95
Cutter men.....	18	54	53.1	.492	26.13
Trimmers.....	9	13	54.9	.497	27.29
Packers.....	23	248	53.7	.462	24.81
Laborers.....	24	634	52.5	.432	22.68
Other employees.....	24	1,480	53.3	.528	28.14
All occupations, male.....	24	3,832	52.4	.528	27.67
<i>Female.</i>					
Cutter girls.....	19	119	52.6	.305	16.04
Counters.....	11	65	53.0	.299	15.85
Other employees.....	6	23	52.4	.297	15.56
All occupations, female.....	22	207	52.7	.302	15.92
All occupations, male and female.....	24	4,039	52.4	.517	27.09

AVERAGE FULL-TIME HOURS PER WEEK, EARNINGS PER HOUR, AND FULL-TIME EARNINGS PER WEEK IN PAPER AND PULP MILLS, 1923, BY OCCUPATION AND SEX—Concluded.

Writing-paper mills.

Sex and occupation.	Number of establishments.	Number of employees.	Average full-time hours per week.	Average earnings per hour.	Average full-time earnings per week.
<i>Male.</i>					
Beater engineers.....	20	95	50.6	\$0.843	\$42.66
Beater men.....	20	436	51.4	.495	25.41
Size makers.....	19	34	53.8	.506	27.22
Machine tenders.....	20	168	49.4	.890	43.97
Back tenders.....	20	173	49.5	.634	31.38
Third hands.....	20	152	49.6	.510	25.30
Fourth hands.....	6	31	48.0	.471	22.61
Loft men.....	5	46	49.3	.606	29.88
Calender men.....	16	90	50.8	.569	28.91
Cutter men.....	17	121	52.0	.500	26.00
Plater men.....	8	28	50.9	.705	35.88
Counters.....	3	11	50.0	.557	27.85
Trimmers.....	19	84	52.1	.623	32.46
Packers.....	20	202	52.4	.528	27.67
Laborers.....	20	396	52.3	.433	22.65
Other employees.....	20	1,149	51.6	.532	27.45
All occupations, male.....	20	3,216	51.3	.551	28.27
<i>Female.</i>					
Cutter girls.....	14	164	51.3	.322	16.52
Plater girls.....	8	218	50.1	.414	20.74
Sorters.....	14	160	51.1	.389	19.88
Counters.....	16	213	52.5	.358	18.80
Other employees.....	14	152	51.1	.408	20.85
All occupations, female.....	20	907	51.2	.379	19.40
All occupations, male and female.....	20	4,123	51.3	.513	26.32

Wage Rates in the Anthracite Industry.

ONE of the special studies of the United States Coal Commission, made in connection with the general survey of the problems of the coal industry, relates to wage rates of workers in the anthracite industry.

Anthracite coal mining, unlike bituminous coal mining, involves a large amount of work aside from the actual work of getting out coal. Anthracite as it comes from the mines contains large quantities of slate, rock, and other impurities, and it is necessary to put it through an elaborate mechanical process by which the waste is removed and the coal is broken into the various sizes. The work connected with an anthracite colliery is divided into more than 100 occupations, the workers being generally grouped into two classes, the inside men, who work underground in the mine proper, and the outside men, whose working places are on the surface.

In 1922 there were 159,880 wage earners in this industry, of whom 115,288, or about 72 per cent, were employed inside the mine. Of this number, approximately 60 per cent were engaged in the actual work of mining coal; that is, drilling the coal, shooting it down, and loading it into the mine cars, while the others worked at transporting the coal to the surface, as maintenance-of-way men, or in keeping the ventilation system in operation. Drivers and car runners are next in importance to the miners, forming about 7 per cent of the total number of inside workers, after which come timbermen and

rock men, about 5 per cent, motormen, 3.5 per cent, and tracklayers, 2.3 per cent. There are a large number of occupations represented among the 44,592 outside employees. Engineers and firemen constitute 12.6 per cent of the total outside force, and slate pickers, including men and boys, who are next in importance, form about 11 per cent of the total number.

In this report the workers termed "tonnage men" include those who are paid contract rates per ton of coal mined, those paid by the car, and those paid by the yard; that is, a fixed rate for each linear yard the chamber is advanced. This class includes primarily the contract miners and their laborers.

The remaining workers, who are usually called company men, are generally paid on an hourly basis. Consideration miners and their laborers are usually paid by the day or hour.

Of the 159,880 employees in the anthracite industry in 1922 only 69,636, or about 44 per cent, were engaged in cutting, drilling, shooting, or loading coal, while in the bituminous industry the percentage of men actually mining coal is far greater, forming about three-fifths of the total number of employees.

The data upon which this report is based were secured through a questionnaire sent to all the operators in the anthracite industry in Pennsylvania, requesting the hourly rates and the length of the basic working-day of men employed in 54 occupations. Reports were received from 180 collieries giving the rates paid 53,159 company men and boys as shown on the second pay roll of March, 1923. The data for inside and outside company men have been shown separately because of the wide differences in the work done, the hazards involved, and the rates paid.

Of the 53,159 men reported for the anthracite fields as a whole, 24,087, or 45.3 per cent, were outside men and 29,072, or 54.7 per cent, were inside men. The great majority of these workers, 88 per cent, received between 51 and 71 cents an hour, about 10 per cent received less than 51 cents, and 2 per cent, 71 cents or over. The following table shows the hourly wage rates of 46,595 adult employees, by wage rate groups. Most of these employees are on an 8-hour day.

NUMBER OF ADULT COMPANY MEN RECEIVING SPECIFIED WAGE RATES PER HOUR IN THE ANTHRACITE COAL INDUSTRY, MARCH, 1923.

Kind of work.	Number receiving hourly rates of—				
	51 to 55 cents.	55 to 59 cents.	59 to 63 cents.	63 to 67 cents.	67 to 71 cents.
Outside.....	10,349	2,760	2,871	1,805	1,341
Inside.....	1,130	4,169	12,892	4,694	4,584
Total.....	11,479	6,929	15,763	6,499	5,925

In this table the employees were grouped regardless of occupations, since many of the occupations are peculiar to mining, for the purpose of showing the opportunity for earning offered by the anthracite industry. In the following table the rates paid to men employed in occupations found in other industries as well as in anthracite mining are shown.

NUMBER OF MEN EMPLOYED IN SPECIFIED OCCUPATIONS OF THE ANTHRACITE COAL INDUSTRY AND PER CENT THEREOF PAID SPECIFIED WAGE RATES
MARCH, 1923.

Occupation.	Total number of men.	Per cent of men paid—						Total.
		Under 61 cents.	61 to 65 cents.	65 to 69 cents.	69 to 73 cents.	73 to 77 cents.	77 cents and over.	
Blacksmiths, inside.....	101	.....	6.9	70.3	11.9	.....	10.9	100.0
Blacksmiths, outside.....	448	2.9	13.8	57.6	19.2	5.8	.7	100.0
Carpenters, inside.....	67	3.0	4.5	59.7	31.3	1.5	.....	100.0
Carpenters, outside.....	1,762	10.3	20.2	56.4	8.5	3.1	1.5	100.0
Firemen, outside.....	1,861	81.1	15.4	3.0	.5	.....	.....	100.0
Machinists, inside.....	108	8.3	14.8	40.7	30.6	2.8	2.8	100.0
Machinists, outside.....	628	36.3	18.6	32.5	7.2	2.7	2.7	100.0
Electricians, inside.....	126	7.9	38.9	37.3	1.6	2.4	11.9	100.0
Electricians, outside.....	110	31.0	11.8	34.5	11.0	4.5	7.2	100.0
Average.....	5,211	38.2	17.5	33.7	6.9	2.1	1.6	100.0

The above analysis of wage rates is for company men or employees paid by the hour. It was considered practically impossible to present rates paid to tonnage men, as the contract miners and their laborers are pieceworkers and the unit of work for which payment is made varies not only in the different coal fields but from colliery to colliery and even within different sections of the same colliery.

The anthracite coal fields consist of a number of seams which lie one above the other, separated by alternate layers of sandstone, shale, etc. Thus, in the western-middle field there are 10 workable seams which are usually mined from the one opening. There is great variation as the work progresses, not only from seam to seam but within the same seam, in the height, the presence of impurities, such as clay, rock, etc., and in the character of the roof and floor. The pitch of the seam is also important. In the Schuylkill region and most of the Lehigh region the seams are very irregular, in some cases almost perpendicular, while in the Wyoming region they are nearly horizontal as in the bituminous mines.

These varying factors have required different methods of mining and have resulted in several bases of wage payment. In the pitching seams in which the coal can not be taken out of the chamber sometimes for months, payment is made by the linear yard, while in the more horizontal seams payment is usually by the car and in a few cases by the ton. Cars are not of uniform size and vary widely even in the same colliery, the variation being due in part to the height of the seams and in part to custom.

Comparison of the rates of tonnage men is made more difficult by the fact that in some cases there is a separate rate for additional work such as setting props, laying sheet irons, etc., while in other cases these items are included in rates per car or per ton.

Trend of Wage Rates in the Anthracite Industry.

WAGE statistics in the anthracite industry are not available for years prior to 1901. The average daily wage rates paid company men in the collieries of six large railroad companies in 1902 ranged from 50 cents to \$2.50 and the Anthracite Coal Strike Com-

mission, on the basis of returns for the year 1901, found that the annual earnings of contract miners ranged from \$550 to \$600 and estimated the average annual earnings to be \$560. Under the 1903 award, following a general strike in April, 1902, special provisions were made for certain limited classes of employees, but the majority of the mine workers came under one of two general provisions. Contract miners and their laborers secured a 10 per cent increase in wages and the remaining employees not specially provided for were paid on the basis of a 9-hour day, the same wages as were paid in April, 1902, for a 10-hour day. While this amounted to an increase of $11\frac{1}{2}$ per cent in the hourly rates, it did not give any increase in the actual day's earnings to most of the day workers, except in those collieries in which the daily period of operation in 1902 was less than 9 hours. These wage increases were supplemented with a sliding scale of wages based upon the wholesale price at New York Harbor of prepared sizes of coal, amounting to a 1 per cent increase for each 5-cent increase in the selling price above a certain amount, the additional rate to be dropped when the selling price fell below this point. This sliding scale was in effect until 1912, and the average increase added to the fixed compensation of mine workers by this scale during the 9 years it was in effect was 4.2 per cent.

In 1912, under a new agreement resulting from a strike, the sliding scale was dropped and a flat increase of 10 per cent over the rates fixed in 1903 was granted. In 1916 a 7 per cent increase was given to contract miners and a 3 per cent increase to most of the company men, together with the same rate of pay for 8 hours that they had formerly received for 9 hours' work. While the increase to the day men in their hourly rate amounted to about 16 per cent, owing to the reduction in hours it represented only a 3 per cent increase in the earnings per day.

Compared with 1902 the earnings of company men in May, 1917, would have increased about 13.3 per cent if the mines had continued to work the same number of days as in 1902 and 1903. There had been a considerable increase, however, in the number of days worked per year in 1916 and thereafter as compared with the period prior to 1903. The average days worked by all anthracite mines in the 5-year period ending in 1902 was 167 and in the 5-year period before 1917 the average was 243, so that the economic condition of the mine workers was bettered during this time more by this increase in the opportunity to work than by increases in wage rates.

Because of the rapid increase in the cost of living a supplementary agreement was drawn up in April, 1917, which gave wage increases to all mine workers, and three subsequent agreements carrying wage increases were made, extending to the expiration of the original agreement March 31, 1920. These increases varied according to the different occupations. The new contract was concluded September 2, 1920, and was retroactive to April 1.

Contract miners were given an increase of 65 per cent over the rates established by the agreement of May 5, 1916. Contract miners' laborers and consideration miners' laborers were granted the same increase per day as was given to company laborers at the respective collieries. Outside and inside employees who had received less than \$1.545 per day under the agreement of May 5, 1916, were given a 4-cent increase per hour over the rates in effect as established by the supplementary agreement of November 15, 1918. All other employees received a 17 per cent

increase, this increase being applied to the rates then in effect. In other words, the increases of \$1.80, \$2, and \$2.20 per day granted to the different classes of day workers, respectively, by the supplemental agreements made during the war period were retained. To the new rates made up by the addition of these respective increases to the rates of 1916 a further increase of 17 per cent was added. Another provision of the contract fixed a minimum wage of 52½ cents per hour for all company men whose rate under the agreement of May 5, 1916, was \$1.545 or more per day, thus fixing a minimum of \$4.20 per day for those covered by this provision.

This agreement was effective until March 31, 1922, and after a five months' suspension beginning April 1, 1922, it was renewed until August 31, 1923.

An analysis of the rates in different occupations in a number of collieries shows that the percentage increases over the 1903 rates ranged from 130 to 310 for outside laborers, from 130 to 230 for inside laborers, from 150 to 200 for company miners, from 150 to 200 for trackmen and roadmen, from 150 to 220 for outside carpenters, from 120 to 210 for outside blacksmiths, from 130 to 240 for outside firemen, from 160 to 190 for inside timbermen, from 150 to 220 for inside motormen, and from 150 to 400 for slate pickers.

The rates of contract miners under the present agreement are 113.6 per cent higher than the rates prevailing in 1902. Up to 1911 the total increase amounted to but 15 per cent, but since that time the rates have increased steadily under the different awards and agreements to the present figure of 113.6 per cent.

While miners' wage rates have shown a considerable increase during the past 20 years together with improved opportunity for work, the differentials which had grown up prior to 1903 as a result of the variable conditions of anthracite mining and the haphazard method of fixing rates, have been largely perpetuated in the different awards and agreements concluded since that time. The establishment of a minimum hourly rate for a large part of the company men in the 1920 contract in part eliminated the lower range of differentials for these workers, but in general it may be said that the intricate rate structure of 1902, though somewhat modified, still exists.

Average Earnings in New York State Factories in December, 1923.

ACCORDING to a press release from the industrial commissioner of New York, dated January 28, 1924, the average weekly earnings of factory workers in that State in December, 1923, amounted to \$27.97, a gain of 33 cents over those of the previous month. Factory earnings in New York, on the whole, were very stable for the greater part of 1923. In December of that year, however, earnings were \$1.58 above those of December, 1922, but most of the increase was confined to the early spring, the December, 1923, earnings being about the same as those of the preceding May.

In a large number of industries earnings were higher in December than in November, 1923, but the majority of these gains were shown where there had been a reduction of employment. Many establishments released the extra employees taken on for the pre-Christmas rush. Frequently a small reduction in employment will show increased average earnings because the lower-paid and irregularly em-

employed workers are the first to be dismissed. On the other hand, there were comparatively few decreases in earnings in December, 1923, that pointed to a pronounced slackening in industrial activity. The average earnings for factory workers in New York City were \$28.79 in December, 1923, which was almost the same as for the preceding month. The average for December for up-State manufacturing establishments was \$27.55—about 50 cents higher than in November. Male factory workers in New York City averaged \$33.40, and up-State \$31.40, in December. For the same period the earnings of woman factory workers in New York City were \$19.24, and elsewhere in the State \$4 less.

Earnings of workers in building materials industries showed a slight downward trend in December, 1923, although in cement mills and brickyards the average was \$2.50 and \$3.50, respectively, above that of December, 1922.

An increase of 75 cents in average weekly earnings from November to December, 1923, in the paper mills was one of the most important gains reported. Among other industries showing increases were those in the whole clothing group, the wood products, and chemicals. During the same period earnings remained stationary in the metal industries as a whole, but as usual there were considerable variations in individual industries, which, offset each other in the average earnings for the group.

The textile industry showed a slight decline in earnings from November to December, 1923.

Wages in Ohio Coal Mines, 1922.¹

THE 1922 pay roll for the coal mines of Ohio was \$49,983,501, of which amount \$775,684 was paid in salaries to office employees and \$49,207,817 was paid in wages. Of the 30 coal-producing counties, 10 each had pay rolls of more than \$1,000,000. There were 27,526,555 tons of coal produced in the State in 1922 as compared with 32,242,857 in 1921.

The statement below shows the percentage of the total number of employees reported (63,334) receiving each classified weekly wage for the week of greatest employment during 1922:

	Per cent of total employees.
Under \$18 per week	4.4
\$18 and under \$21 per week	3.1
\$21 and under \$25 per week	6.1
\$25 and under \$30 per week	8.1
\$30 and under \$35 per week	14.1
\$35 and under \$50 per week	45.8
\$50 and over per week	18.4

¹ Ohio. Department of Industrial Relations. Division of Labor Statistics. Statistics of mines and quarries in Ohio, 1922. Columbus, 1923. Report No. 4.

The distribution of 62,718 employees in 1922 in the different wage groups, according to occupation, is shown in the following table:

CLASSIFIED AVERAGE WEEKLY EARNINGS OF MINE WORKERS, 1922.

Occupation.	Per cent earning weekly—						
	Under \$18.	\$18 and under \$21.	\$21 and under \$25.	\$25 and under \$30.	\$30 and under \$35.	\$35 and under \$50.	\$50 and over.
Pick miners ¹	9.6	6.7	8.7	17.3	18.4	27.2	12.7
Machine runners and helpers.....	1.3	1.3	1.4	5.0	7.2	29.9	53.9
Loaders, drillers, and shooters.....	5.1	3.1	6.7	7.2	16.2	45.1	16.6
Other inside employees.....	2.1	2.0	5.1	4.8	9.2	60.5	16.8
Outside employees ²	2.8	2.8	5.5	10.4	14.6	48.4	15.5

¹ Includes pick miners in both pick and machine mines.

² Includes employees of stripping mines.

Wages and Hours of Labor in Canada, 1921, 1922, and 1923.

THE following tables are taken from a report on wages and hours of labor in Canada, 1921, 1922, and 1923, issued as a supplement to the January, 1924, number of the Canadian Labor Gazette:

INDEX NUMBERS OF RATES OF WAGES FOR VARIOUS CLASSES OF LABOR IN CANADA, 1901 TO 1923.

[1913=100.]

Year.	Building trades.	Metal trades.	Printing trades.	Electric rail-ways.	Steam rail-ways.	Coal mining.	Average. ¹	Common factory labor.	Miscellaneous factory trades.	Lumbering.
1901.....	60.3	68.6	60.0	64.0	70.8	82.8	67.8			
1902.....	64.2	70.2	61.6	68.0	73.6	83.8	70.2			
1903.....	67.4	73.3	62.6	71.1	76.7	85.3	72.7			
1904.....	69.7	75.9	66.1	73.1	78.6	85.1	74.8			
1905.....	73.0	78.6	68.5	73.5	78.9	86.3	76.5			
1906.....	76.9	79.8	72.2	75.7	80.2	87.4	78.7			
1907.....	80.2	82.4	78.4	81.4	85.5	93.6	83.6			
1908.....	81.5	84.7	80.5	81.8	86.7	94.8	85.0			
1909.....	83.1	86.2	83.4	81.1	86.7	95.1	85.9			
1910.....	86.9	88.8	87.8	85.7	91.2	94.2	89.1			
1911.....	90.2	91.0	91.6	88.1	96.4	97.5	92.5	94.9	95.4	93.3
1912.....	96.0	95.3	96.0	92.3	98.3	98.3	96.0	98.1	97.1	98.8
1913.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1914.....	100.8	100.5	102.4	101.0	101.7	101.9	101.4	101.0	103.2	94.7
1915.....	101.5	101.5	103.6	97.8	101.7	102.3	101.4	101.0	106.2	89.1
1916.....	102.4	106.9	105.8	102.2	104.9	111.7	105.7	110.4	115.1	109.5
1917.....	109.9	128.0	111.3	114.6	110.1	130.8	117.5	129.2	128.0	130.2
1918.....	125.9	155.2	123.7	142.9	133.2	157.8	139.8	152.3	146.8	150.5
1919.....	148.2	180.1	145.9	163.3	154.2	170.5	160.4	180.2	180.2	169.8
1920.....	180.9	209.4	184.0	194.2	186.6	197.7	192.1	215.3	216.8	202.7
1921.....	170.5	186.8	193.3	192.1	165.3	208.3	186.1	190.6	202.0	152.6
1922.....	162.5	173.7	192.3	184.4	155.1	197.8	176.8	183.0	189.1	158.7
1923.....	166.4	174.0	188.9	186.2	157.4	197.8	178.4	181.7	196.1	170.4

¹ Simple average of six preceding columns.

² As given in original table. Average computed from six preceding columns is 177.6.

RATES OF WAGES PER HOUR AND HOURS OF LABOR PER WEEK IN SPECIFIED CANADIAN CITIES, 1921 TO 1923.

Occupation.	Quebec.		Montreal.		Ottawa.	
	Wages per hour.	Hours per week.	Wages per hour.	Hours per week.	Wages per hour.	Hours per week.
<i>Building trades.</i>						
Bricklayers:						
1921.....	\$0.75	54	\$0.90 - \$1.00	44 - 50	\$0.90	44
1922.....	.75	54	.90	44 - 50	.85	44
1923.....	.90	54 - 60	1.00	44 - 50	1.00	44
Carpenters:						
1921.....	\$0.52½ - .55	60	.60 - .70	44 - 55	.75	44
1922.....	.45 - .55	48 - 60	.50 - .65	44 - 60	.70	44
1923.....	.45 - .55	54 - 60	.60 - .72½	50 - 60	.75	44
Electrical workers:						
1921.....	.46 - .60	50 - 60	.55 - .70	44 - 54	.80	44
1922.....	.45 - .60	54	.50 - .65	44 - 54	\$0.70 - .80	44
1923.....	.45 - .60	54	.60 - .75	44 - 54	.70 - .80	44
Painters:						
1921.....	.52 - .60	48 - 54	.55 - .65	49½	.65 - .70	44
1922.....	.42 - .60	54	.55 - .65	50	.65	44
1923.....	.42 - .60	54	.55 - .65	50	.65	44
Plumbers:						
1921.....	.50	54 - 60	.62½ - .75	44 - 60	.80	44
1922.....	.45 - .60	48 - 60	.70 - .75	44 - 50	.75 - .80	44
1923.....	.45 - .60	54	.70 - .85	44 - 50	.80 - .85	44
Stonecutters:						
1921.....	.60	48	.75 - .80	44 - 49½	.90	44
1922.....	.45 - .60	54	.75	44	.85	44
1923.....	.45 - .60	54	.75	44	.85	44
Laborers:						
1921.....	.45	54 - 60	.30 - .40	44 - 60	.50	44 - 50
1922.....	.30 - .45	54 - 60	.25 - .40	50 - 60	.45 - .50	44 - 50
1923.....	.30 - .45	48 - 60	.30 - .50	50 - 60	.40 - .45	44 - 50
<i>Metal trades.</i>						
Blacksmiths:						
1921.....	.55 - .60	49½ - 60	.55 - .70	40 - 55	.58 - .63	50
1922.....	.50 - .60	49½	.45 - .65	45 - 55	.50 - .60	50
1923.....	.50 - .60	49½ - 60	.55 - .65	49½ - 55	.50 - .60	50
Boilermakers:						
1921.....			.62½ - .67½	42½ - 58	.70 - .75	50
1922.....	.40 - .45	49½	.55 - .63	58	.70 - .75	50
1923.....	.40 - .50	49½	.50 - .55	58	.70 - .75	50
Machinists:						
1921.....	.50 - .55	49½ - 60	.55 - .70	44 - 58	.55 - .65	50
1922.....	.50 - .60	49½	.50 - .70	40 - 60	.54 - .65	50
1923.....	.50 - .60	49½ - 60	.50 - .65	47 - 58	.54 - .65	50
Iron molders:						
1921.....	.37½ - .45	48 - 60	.65 - .70	40 - 48	.60 - .68	45 - 50
1922.....	.37½ - .65	49½ - 60	.65	48	.53 - .63	45 - 50
1923.....	.37½ - .48	60	.70 - .75	48	.53 - .63	50 - 54
Sheet-metal workers:						
1921.....	.60	54	.60 - .70	44	.75	44
1922.....			.60 - .65	44	.75	44
1923.....			.60 - .70	44	.70 - .85	44
<i>Printing trades.</i>						
Compositors, hand, news:						
1921.....	¹ 24.00 - 26.00	48	¹ 36.00	48	¹ 38.00	45½
1922.....	¹ 29.00	48	¹ 36.00	48	¹ 38.00	45½
1923.....	¹ 29.00	48	¹ 38.00	48	¹ 41.00	46½
Pressmen, cylinder, job:						
1921.....	¹ 24.00	48	¹ 36.00 - 40.00	48	¹ 35.00 - 37.00	44 - 48
1922.....	¹ 24.00	48	¹ 36.00 - 40.00	48	¹ 35.00 - 37.00	44 - 48
1923.....	¹ 24.00	48	¹ 36.00 - 40.00	48	¹ 35.00 - 37.00	44 - 48
<i>Electric street railways.</i>						
Conductors and motormen, maximum rates:						
1921.....	.45	60	.48	60	.55	54
1922.....	.45	60	.48	60	.48	54
1923.....	.45	60	.48	60	.48	54

¹ Per week.

RATES OF WAGES PER HOUR AND HOURS OF LABOR PER WEEK IN SPECIFIED
CANADIAN CITIES, 1921 TO 1923—Concluded.

Occupation.	Toronto.		Winnipeg.		Vancouver.	
	Wages per hour.	Hours per week.	Wages per hour.	Hours per week.	Wages per hour.	Hours per week.
<i>Building trades.</i>						
Bricklayers:						
1921.....	\$1.00	44	\$1.15	44	\$1.06 $\frac{1}{2}$	44
1922.....	1.00	44	1.15	44	1.06 $\frac{1}{2}$	44
1923.....	1.00	44	1.10	44	1.06 $\frac{1}{2}$	44
Carpenters:						
1921.....	.90	44	.90	44	.81 $\frac{1}{2}$	44
1922.....	\$0.70-.90	44	.85	44	.81 $\frac{1}{2}$	44
1923.....	.85-.90	44	.85	44	.81 $\frac{1}{2}$	44-48
Electrical workers:						
1921.....	.77-.87 $\frac{1}{2}$	44	.90	44-49	\$0.75-.90	44
1922.....	.80	44	\$0.77 $\frac{1}{2}$ -.85	44	.75-.90	44
1923.....	.80	44	.77 $\frac{1}{2}$ -.85	44	.75-.90	44
Painters:						
1921.....	.75-.85	44-48	.81	44	.75	44
1922.....	.65-.75	44	.75	44	.75	44
1923.....	.65-.75	44	.75	44	.75	44
Plumbers:						
1921.....	.90	44-48	1.00	44	.90	44
1922.....	.90	44	.90	44	.90-1.00	44
1923.....	.90	44	.90-1.00	44	1.00	44
Stonecutters:						
1921.....	.90	44	1.15	44	1.06 $\frac{1}{2}$	44
1922.....	.90	44	.95-1.07 $\frac{1}{2}$	44	.87 $\frac{1}{2}$	44
1923.....	1.00	44	.95-1.07 $\frac{1}{2}$	44	.87 $\frac{1}{2}$	44
Laborers:						
1921.....	.50-.60	44	.50-.55	44-60	.50-.62 $\frac{1}{2}$	44
1922.....	.45-.50	44	.40-.50	44-60	.40-.56 $\frac{1}{2}$	44-50
1923.....	.40-.65	44	.35-.50	44-60	.50	44
<i>Metal trades.</i>						
Blacksmiths:						
1921.....	.60-.70	44-48	.80-.82 $\frac{1}{2}$	44-50	.78	44
1922.....	.50-.75	44-50	.72-.80	44-50	.62 $\frac{1}{2}$ -.70	44
1923.....	.55-.75	44-50	.67 $\frac{1}{2}$ -.85	44-50	.66-.75	44
Boilermakers:						
1921.....	.65-.80	44-48	.67 $\frac{1}{2}$ -.76 $\frac{1}{2}$	50	.75-.90	44
1922.....	.55-.75	44-48	.57 $\frac{1}{2}$ -.74	50	.62 $\frac{1}{2}$ -.90	44
1923.....	.55-.75	44-48	.50-.72	50	.66-.90	44
Machinists:						
1921.....	.50-.75	44-48	.65-.85	44-54	.75-.85	44-50
1922.....	.50-.70	44-52	.60-.85	44-50	.62 $\frac{1}{2}$ -.75	44
1923.....	.54-.68	44-50	.61-.77	44-50	.66-.75	44
Iron molders:						
1921.....	.63-.75	48-50	.72 $\frac{1}{2}$ -.75	44-50	.75-.86 $\frac{1}{2}$	44
1922.....	.55-.67	48-50	.65-.68	50	.67 $\frac{1}{2}$ -.78 $\frac{1}{2}$	44
1923.....	.60-.67	48-50	.65-.68	50	.67 $\frac{1}{2}$ -.81 $\frac{1}{2}$	44
Sheet-metal workers:						
1921.....	.60-.80	44-48	.60-.75	49-54	.90	44
1922.....	.60-.85	44-48	.60-.80	44-54	.87 $\frac{1}{2}$ -.90	44
1923.....	.50-.85	44-49 $\frac{1}{2}$	.60-.80	44-54	.90	44
<i>Printing trades.</i>						
Compositors, hand, news:						
1921.....	38.00	48	¹ 48.00	46	¹ 40.50	45
1922.....	¹ 38.00	48	¹ 47.50	46	¹ 40.50	45
1923.....	41.00	46 $\frac{1}{2}$	¹ 42.32	46	¹ 40.50	45
Pressmen, cylinder, job:						
1921.....	¹ 36.00	48	¹ 36.00-44.00	44-48	¹ 39.60-40.50	44-48
1922.....	¹ 36.00	48	¹ 36.00-39.60	44-48	¹ 39.60-40.50	44-48
1923.....	¹ 36.00	48	¹ 36.00-39.60	44-48	¹ 39.60-40.50	44-48
<i>Electric street railways.</i>						
Conductors and motormen, maximum rates:						
1921.....	.60	48	.60	50	.65	48
1922.....	.60	48	.56	50	2 .58 $\frac{1}{2}$	48
1923.....	.60	48	.56	50	2 .62	48

¹ Per week. ² British Columbia Electric Railway, one-man car operators, 6 cents extra per hour.

RATES OF WAGES AND HOURS OF LABOR OF EMPLOYEES OF STEAM RAILWAYS IN
CANADA, SEPTEMBER, 1921, 1922, AND 1923.

Occupation.	Unit.	September, 1921.		September, 1922.		September, 1923.	
		Wages.	Hours per week.	Wages.	Hours per week.	Wages.	Hours per week.
Conductors, passenger.....	100 miles..	\$4.27	(1)	\$4.27	(1)	\$4.27	(1)
Conductors, freight (irregular).....	do.....	5.80	(2)	5.80	(2)	5.80	(2)
Brakemen, passenger.....	do.....	2.93	(1)	2.93	(1)	2.93	(1)
Brakemen, freight (irregular).....	do.....	4.48	(2)	4.48	(2)	4.48	(2)
Baggagemen, passenger.....	do.....	3.04	(1)	3.04	(1)	3.04	(1)
Engineers, passenger.....	do.....	6.00	(1)	6.00	(1)	6.00	(1)
Engineers, freight (irregular).....	do.....	6.64	(2)	6.64	(2)	6.64	(2)
Firemen, passenger.....	do.....	4.48	(1)	4.48	(1)	4.48	(1)
Firemen, freight (irregular).....	do.....	4.88	(2)	4.88	(2)	4.88	(2)
Dispatchers ³	Month.....	230.00 to 238.00	48	230.00 to 238.00	48	230.00 to 238.00	48
Telegraphers ³	do.....	117.00 to 128.00	48	117.00 to 128.00	48	117.00 to 128.00	48
<i>Maintenance of way.</i>							
Foremen on line.....	Day.....	4.50	48	4.26	48	4.40	48
Section men on line.....	do.....	3.20	48	2.80	48	3.04	48
<i>Car and shop trades.</i>							
Blacksmiths.....	Hour.....	.77	44	.70	44	.70	44
Boiler makers.....	do.....	.77	44	.70	44	.70	44
Machinists.....	do.....	.77	44	.70	44	.70	44
Molders.....	do.....	.77	44	.70	44	.70	44
Carpenters, freight.....	do.....	.72	44	.63	44	.63	44
Painters, freight.....	do.....	.72	44	.63	44	.63	44
Repairers, freight.....	do.....	.72	44	.63	44	.63	44
Cleaners.....	do.....	.42	44	.37	44	.38	44

¹ Basis of 20 miles per hour.

² Basis of 12½ miles per hour.

³ The lower rate is that paid east of Fort William and the higher rate is that paid west of Fort William to British Columbia.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN AND ABOUT COAL MINES IN
CANADA, IN SPECIFIED MONTHS, 1921, 1922, AND 1923.

Occupation.	September, 1921.		April, 1922.		September, 1922.		September, 1923.	
	Wages per day.	Hours per day.	Wages per day.	Hours per day.	Wages per day.	Hours per day.	Wages per day.	Hours per day.
Nova Scotia:								
Contract miners.....	\$7.22	8	.....	8	\$5.94	8	\$6.84	8
Hand miners.....	\$5.05	8	\$4.00	8	\$4.85	8	\$4.85	8
Hoisting engineers.....	5.15	8	3.68	8	4.35	8	4.35	8
Drivers.....	4.15	8	3.05	8	3.60	8	3.60	8
Brattice men.....	4.30	8	3.10	8	3.75	8	3.75	8
Pump men.....	4.55	8	3.20	8	4.00	8	4.00	8
Laborers, underground.....	3.90	8	2.84	8	3.35	8	3.35	8
Laborers, surface.....	3.80	8½	2.84	8½	3.25	8½	3.25	8½
Machinists.....	5.15	8½	3.68	8½	4.35	8½	4.35	8½
Carpenters.....	4.60	8½	3.24	8½	4.00	8½	4.00	8½
Blacksmiths.....	4.85	8½	3.44	8½	4.10	8½	4.10	8½
Alberta:³								
Contract miners.....	9.57	8	(⁴)	.....	9.17	8	10.00	8
Machine miners.....	8.02	8	(⁴)	.....	8.02	8	8.02	8
Hand miners.....	7.50	8	(⁴)	.....	7.50	8	7.50	8
Hoisting engineers.....	7.39	8	(⁴)	.....	7.39	8	7.39	8
Drivers.....	7.21	8	(⁴)	.....	7.21	8	7.21	8
Brattice men.....	7.50	8	(⁴)	.....	7.50	8	7.50	8
Pump men.....	6.89	8	(⁴)	.....	6.89	8	6.89	8
Laborers, underground.....	6.89	8	(⁴)	.....	6.89	8	6.89	8
Laborers, surface.....	6.58	8	(⁴)	.....	6.58	8	6.58	8
Machinists.....	8.14	8	(⁴)	.....	8.14	8	8.14	8
Carpenters.....	8.14	8	(⁴)	.....	8.14	8	8.14	8
Blacksmiths.....	8.14	8	(⁴)	.....	8.14	8	8.14	8
Vancouver Island:⁵								
Contract miners.....	8.10	8	7.20	8	7.23	8	7.14	8
Machine miners.....	\$5.77	8	\$5.41	8	\$5.48	8	\$5.42	8
Hand miners.....	\$5.42	8	\$5.06	8	\$5.13	8	\$5.07	8
Hoisting engineers.....	6.29	8	5.93	8	6.00	8	5.94	8
Drivers.....	5.07	8	4.71	8	4.78	8	4.72	8
Brattice men.....	{ 5.07 to 5.42 }	8	{ 4.71 to 5.06 }	8	{ 4.78 to 5.13 }	8	{ 4.72 to 5.07 }	8
Pumpmen.....	5.07	8	4.71	8	4.78	8	4.72	8
Laborers, underground.....	5.07	8	4.71	8	4.78	8	4.72	8
Laborers, surface.....	4.59	9	4.23	8	4.30	8	4.24	8
Machinists.....	6.66	8	6.30	8	6.37	8	6.31	8
Carpenters.....	5.94	8	5.58	8	5.65	8	5.59	8
Blacksmiths.....	6.41	8	6.05	8	6.12	8	6.06	8

¹ Average earnings per day worked on contract.

² Minimum rate per day when not working on contract, per ton, yard, etc.

³ Including also three mines in southeastern British Columbia.

⁴ Strike.

⁵ No figure for Chinese employees included.

Wages and Hours of Labor in China.

THE Bulletin of the Chinese Bureau of Economic Information, May 9, 1923, gives (pp. 4, 5) the following table showing the number of working-days in the year and the hours per day in various industries in a number of Chinese cities. The table is compiled from reports from numerous factories and shows that the largest number of holidays is 125 days a year or about 10 days a month, while the smallest number is 8 days per year. The factory regulations promulgated March 29, 1923, provide at least two days' rest a month for adults and three days for children.

NUMBER OF WORKING-DAYS PER YEAR AND HOURS PER DAY OF WORKERS IN SPECIFIED CHINESE CITIES.

Industry and city.	Working days per year.	Working hours per day.	Industry and city.	Working days per year.	Working hours per day.
Cotton industry:			Leather factory: Wuchang	331	8
Metropolitan District, Peking	310	10	Woolen factory: Tsing-ho, Peking.	290	10
Tientsin	266	10	Military clothing factory: Peking.	302	8
Tientsin	312	12	Dockyards:		
Shantung	280	12	Shanghai	356	9
Hangchow	300	12	Taku, Tientsin	331	10
Other cities in Chekiang	300-304	11	Foochow	320	10
Hupei (Wuchang)	270	10	Railway workshops:		
Printing works:			Peking-Hankow Line	325-333	10
Cabinet Printing Bureau	305	8	Peking-Mukden Line	299-328	9-10
Finance Ministry Printing Bureau	304	8	Peking-Suiyuan Line	330	9-10
General factories: Peking	320	12	Tientsin-Pukow Line	303-323	10
Charity work shops: Peking	250-336	4-12	Shanghai-Nanking Line	350	9
Government mints:			Shanghai-Ningpo-Hangchow	350	9
Tientsin	295	13	Chengting-Taiyuan Line	300	10
Mukden	300	10	Kirin-Changchun Line	347	9
Nanking	300	9	Lung-Hai Line	340	10
Wuchang	300	10	Kaifeng-Loyang Line	340	10
Paper mill: Government paper mill at Hankow		12	Taokow-Chinghua Line	294	10
Arsenals:			Hukuang Lines	313-357	9-10
Shanghai	290	8	Chuchow-Pinhsiang Line	337	10
Hanyang	290-300	8-9	Canton-Kowloon Line	352	9
Teh-hsien, Chihli	303	9	Changchow-Amoy Line	330	9

Wages of Chinese Workers in Shanghai, March, 1923.

THE wages of Chinese workers in various occupations in Shanghai in March, 1923, are shown in the following table taken from the Bulletin of the Chinese Government Bureau of Economic Information, May 9, 1923 (pp. 6, 7):

DAILY WAGES IN VARIOUS INDUSTRIES IN SHANGHAI, MARCH 15, 1923.

[Mexican dollar at par = 56.17 cents.]

Occupation.	Daily wage.	Occupation.	Daily wage.
<i>Long-period jobs.</i>		<i>Long-period jobs—Concluded.</i>	
Carpenters.....	¹ \$0.70	Cigarette makers, unskilled:	
Masons.....	¹ .70	Men.....	\$0.45- \$0.75
Sawmen.....	.60	Women.....	.35- .75
Painters.....	² .80	Children.....	.25- .30
Coolies.....	³ .90	Knitting factory workers: Skilled	
Tinsmiths.....	⁴ \$0.40- .50	(female only).....	.20- .50
Blacksmiths.....	1.00- 1.00	Flour-mill operatives:	
Drainmen.....	.70	Skilled.....	⁵ 1.00- 2.00
Art-stone masons.....	1.20- 1.50	Unskilled.....	⁶ 25.00- 50.00
Stucco ornament masons.....	3.00		.50
Fence coolies.....	1.20		⁶ 15.00
Malthoid layers on roof.....	1.20	Typesetters:	
Wood carvers.....	.80	English.....	⁶ 25.00- 50.00
Stonecutters.....	1.20	Chinese.....	⁶ 20.00- 40.00
Brass smiths.....	.80	Printers:	
Tailors:		Foremen.....	⁶ 80.00-100.00
For foreign dress.....	⁵ 15.00- 40.00	Ordinary (average).....	⁶ 20.00
For Chinese dress.....	⁵ 10.00- 16.00	Apprentice (no pay for 6 months).....	⁶ 8.00
Farmers.....	⁵ 6.00- 8.00	Machinists.....	⁶ 30.00- 40.00
Watchmen, construction work.....	.50	Carmen:	
Cooks, construction work.....	.50	Automobile.....	⁶ 30.00- 35.00
Foremen, construction work.....	2.00- 3.50	Private ricksha.....	⁵ 9.00- 12.00
Workyard draftsmen.....	2.00		
Cotton-mill operatives:		<i>Short-period jobs.</i>	
Semiskilled—		Carpenters.....	⁷ .50
Men.....	.35- .55	Stonecutters.....	⁷ 1.00
Women.....	.30- .55	Brass smiths.....	⁷ .60
Children.....	.25- .40	Tailors:	
Unskilled—		For foreign dress.....	⁷ .70
Men.....	.35- .40	For Chinese dress.....	⁷ .40
Women.....	.30- .40	Farmers.....	⁷ .35

¹ 34 cents when food is furnished.

² 60 cents when food is furnished.

³ Steamer painters; 60 cents when food is furnished.

⁴ 20 cents when food is furnished.

⁵ Per month, with food.

⁶ Per month.

⁷ With food.

The above figures were obtained from responsible persons engaged in various industries in Shanghai. Wages are paid in Mexican dollars and cents (big money) and either by month or by day. "Big money" means fractions calculated as that percentage of the standard dollar, and not in dimes or coppers, which are not taken at par.

Real Wages in Germany, November, 1923.

IN TWO recent issues of its official semimonthly bulletin, *Wirtschaft und Statistik*,¹ the German Federal Statistical Office has published data on money wages and real wage rates prevailing in the principal German industry groups, in November, 1923, and in preceding

¹ Germany. Statistisches Reichsamt. *Wirtschaft und Statistik*, Berlin, Dec. 21, 1923, pp. 762, 763, and Jan. 14, 1924, pp. 24-27.

months, and compared the current real wage rates with pre-war rates. It should be noted that since November the great majority of the German industries have been paying their workers on a gold basis. In cases where wages were still being paid on a paper mark basis the Statistical Office has converted the paper marks into gold marks at the current rate of exchange. The real wage rates have been computed by the Statistical Office on the basis of the official German cost-of-living index. Since money wage rates of foreign countries have little meaning for economists in America, only the real wage rates are given in the following table:

AVERAGE REAL WAGE RATES PER WEEK IN VARIOUS INDUSTRY GROUPS IN GERMANY, NOVEMBER, 1923, AS COMPARED WITH 1913.

[1 mark at par=23.82 cents.]

Industry group and occupation.	Weekly real wage rate, November, 1923.		Industry group and occupation.	Weekly real wage rate, November, 1923.	
	Amount.	Per cent of 1913 rate.		Amount.	Per cent of 1913 rate.
Printing trades (married workers over 24 years of age):	<i>Gold marks.</i>		Textile industry (highest age class)—Concluded.	<i>Gold marks.</i>	
Compositors, hand.....	17.09	52.04	Unskilled workers—		
Unskilled workers.....	14.75	63.64	Male.....	14.03	62.86
Factory workers (chemical industry, male workers over 20 years of age):			Female.....	8.68	64.00
Artisans.....	21.27	64.47	Mining (hard coal):		
Unskilled workers.....	19.16	71.60	Pick miners and tonnage haulers—		
Metal working industries (highest age class, time rates):			Married.....	13.49	55.66
Skilled workers.....	20.19	55.73	Single.....	13.20	51.04
Unskilled workers.....	17.48	71.52	Other workers below ground—		
Building trades:			Married.....	12.97	66.89
Masons and carpenters.....	22.11	54.79	Single.....	12.68	60.36
Unskilled workers.....	19.91	64.29	Workers above ground ² —		
Wood working industries (male workers over 22 years of age):			Married.....	12.91	70.29
Skilled workers.....	18.20	63.93	Single.....	12.63	63.53
Unskilled workers.....	16.12	77.27	General weighted average:		
Textile industry (highest age class):			Skilled workers.....	18.66	53.28
Spinners and weavers—			Unskilled workers.....	16.04	65.98
Male.....	15.82	54.35			
Female.....	10.94	60.00			

¹ Per shift.

² Inclusive of artisans and female and juvenile workers.

When, owing to the total collapse of the paper currency and the introduction of a new currency, the rentenmark, the German employers faced the necessity of paying their workers on a gold basis, and new wage agreements were concluded, the money wage rates were in most instances fixed at from 70 to 75 per cent of the pre-war rates. Since the cost of living in Germany is, however, considerably higher than in pre-war times, the money wages paid in November, 1923, had a much lower purchasing power than the same wages had before the war. In November, 1923, the real wages of skilled workers had on the average a purchasing power equivalent to only 53 per cent of the pre-war rates. The unskilled workers fared somewhat

better, as their November real wages had a purchasing power equivalent to 66 per cent of their pre-war wages.

The general trend of real wages of skilled and unskilled workers in the printing, factory, metal, building, wood, and textile trades, and in coal mining combined, during the first eleven months of 1923, is shown in the following table:

GENERAL TREND OF REAL WEEKLY WAGES OF SKILLED AND UNSKILLED WORKERS IN THE PRINCIPAL GERMAN INDUSTRIES DURING THE FIRST 11 MONTHS OF 1923, AS COMPARED WITH 1913.

[1 mark at par=23.82 cents.]

Year and month.	Average weekly wage rate.			
	Skilled workers.		Unskilled workers.	
	Amount.	Per cent of 1913 rate.	Amount.	Per cent of 1913 rate.
1913, average.....	Gold marks. 35.02	100.00	Gold marks. 24.31	100.00
1923:				
January.....	17.05	48.69	15.45	63.55
February.....	22.23	63.48	19.98	82.19
March.....	27.57	78.73	24.79	101.97
April.....	25.96	74.13	23.34	96.01
May.....	22.80	65.11	20.46	84.16
June.....	22.79	65.08	20.42	84.00
July.....	16.80	47.97	15.06	61.95
August.....	23.52	67.16	21.00	86.38
September.....	21.42	61.17	19.02	78.24
October.....	18.22	52.03	15.74	64.73
November.....	18.66	53.28	16.04	65.98

From the preceding table it will be seen that at the beginning of 1923 real wages in Germany were at a very low level—in the case of skilled workers, 48.69 per cent of the pre-war wage, and in that of unskilled workers, 63.55 per cent. Real wages rose rapidly in February and March, however. In the latter month the real wages of unskilled workers rose even above the pre-war level. Beginning with April real wages began to fall once more. This downward trend continued during May and June, and in July real wages reached the lowest level for the year. In August there was again a sharp upward turn, followed by a pronounced downward movement in September and October. November brought a very slight improvement.

The preceding data show conclusively the precarious situation of the German industrial workers with respect to wages. It should, moreover, be kept in mind that the real wages shown in the preceding two tables are the weekly wages of full-time workers. They do not take into account the extensive unemployment and short-time work that prevailed in Germany during the second half of last year. Trade-union returns for November 30, 1923, covering 3,362,400 members of unions of printers, building trades, wood, metal, textile, and factory workers show that on that date 21 per cent of the membership were totally unemployed and 41 per cent were working short time. The average real earnings of these classes of workers are therefore much lower than those shown in the preceding tables.

Regulation of Hours of Labor in Germany.¹

UNTIL recently the hours of labor in industry and commerce in Germany were legally regulated by two orders issued by the National Office for Economic Demobilization on November 23, 1918,² and March 18, 1919. The first of these orders related to manual workers and the second to salaried employees. Both of them established the eight-hour day as the legal working-day, and allowed longer hours only in case of temporary emergency work or labor shortage, on permit of the factory or mine inspection service. Since the issuance of these orders the eight-hour day has been the rule in Germany, and has been observed very strictly.

Shortly before its resignation, the Stresemann cabinet issued a decree limiting the effectiveness of the two orders of the National Demobilization Office to the period ending November 17, 1923. Before this abrogation of the eight-hour-day orders became effective, the cabinet tried to obtain the explicit or tacit consent of the labor organizations to the supersession of these orders by a new decree which would contain the essential provisions of a bill on hours of labor pending in the Reichstag. At a meeting of the Ministry of Labor the labor representatives energetically protested against an abrogation of the orders of the Demobilization Office and demanded that these orders should remain effective until enactment of the bill pending in the Reichstag. Their protests were, however, of no avail and the Government allowed the two decrees legalizing the eight-hour day to expire.

Thus it came to pass that for a short period Germany had no legally fixed hours of labor for industrial workers, although organized labor claimed that the agreement concluded on November 15, 1918, by the largest German employers' and workers' organizations and signed by the German Provisional Government, which voluntarily provided for a universal maximum working-day of eight hours, was still in force and legally binding.³ A spirited controversy arose in the employer and labor press as to whether or not Germany still had a legal eight-hour day.

This controversy was brought to an end when the Government, under the authority of the extraordinary powers conferred upon it by the law of December 8, 1923, and after a hearing of a committee of the Federal Council (*Reichsrat*) and of a committee of 15 members of the Reichstag, issued a decree on December 21, 1923, provisionally regulating the hours of labor of industrial workers. In so far as it confirms anew the principle of the eight-hour day as the maximum "regular" working-day in industrial, mining, Federal, State, and communal establishments and states that the orders of the Demobilization Office of November 23, 1918, and March 18, 1919, shall, with certain amendments, again have legal force, this decree represents a victory for organized labor. The amendments, however, make the

¹ Allgemeiner Deutscher Gewerkschaftsbund. *Korrespondenzblatt*, Berlin, Dec. 1, 1923, p. 469, and *Gewerkschaftszeitung* (new name of *Korrespondenzblatt*) Berlin, Jan. 5, 1924.

² See MONTHLY LABOR REVIEW, May, 1919, pp. 213-215.

³ See MONTHLY LABOR REVIEW, April, 1919, pp. 158-160.

victory rather doubtful, for they are numerous and far-reaching. These amendments provide that—

1. In case shorter time than eight hours has been worked in an establishment on individual days, this loss of time may be made up by overtime work on other days of the same or a subsequent week.

2. The eight-hour day may be exceeded in branches of industry or in trades which regularly and to a considerable extent require mere presence on duty (*Arbeitsbereitschaft*) on the part of the worker. In such cases the hours of labor may be regulated by collective agreement or, in the absence of such agreement, by the Federal Minister of Labor.

3. The eight-hour day shall not be applicable to temporary work that must be performed in emergencies or to prevent deterioration of raw materials or the spoiling of products.

4. Without prejudice to the exceptions provided under No. 3, employers may, after a hearing of the works council, have their employees work overtime not to exceed two hours per day on 30 days, chosen by the employers, during one year.

5. Male workers over 16 years of age may work 2 hours' overtime daily and female and juvenile workers 1 hour daily if employed in guarding the establishment, in cleaning or in maintenance work necessary for the regular operation of the establishment or for the resumption of full operation, in the loading or unloading of vessels in port or railroad cars, and in the switching of such cars (provided that the overtime is necessary to prevent traffic jams or to observe loading-time limits).

6. If a collective agreement provides for daily hours of labor in excess of eight hours the provisions of the agreement shall be binding upon those workers to whom the agreement applies.

7. In establishments in which the hours of labor are not regulated by a collective agreement overtime may, on application of the employer, be permitted by the factory or mine inspection service, subject to revocation, if such overtime is considered necessary owing to technical reasons, especially interruptions of operation due to force majeure, accidents, etc., or owing to general economic reasons.

In all the cases in which overtime work is legally permissible the daily hours of labor may not exceed 10.

In branches of industry or in occupations involving special danger to the health and life of the workers (such as hard-coal mining below ground), or in which the workers are exposed to the effects of heat, dust, poisonous substances, etc., or to danger from explosives, overtime work shall be permissible only if it is urgently required in the interest of the public or if long experience has shown that it is not harmful, and if it does not exceed half an hour per day.

In mines below ground, in shafts with a temperature of over 28° C. (82° F.), shorter hours of labor are to be fixed by collective agreement or by the mine-inspection service if no agreement is reached.

On the coming into force of the present decree collective agreements which fix shorter hours of labor than those provided in the decree may be denounced on 30 days' notice.

The decree provides fines for first violations of its provisions and fines or imprisonment, or both, for repeated violations. Employers may not be punished, however, if they allow adult male workers to

work in excess of the legally permissible hours of labor, provided that the employees work overtime voluntarily, that overtime is required owing to special circumstances and only temporarily, that the employer is not exploiting the necessity or inexperience of the worker, and that the overtime work in question manifestly does not injure the worker.

The decree authorizes the Federal Minister of Labor to issue administrative regulations for its enforcement. It became effective on January 1, 1924.

Recent Italian Legislation on Hours of Labor.¹

Regulations for Application of Decree on Eight-Hour Day.

IN ITALY the hours of labor in industry and commerce, and partly also in agriculture, are at present governed by the legislative decree of March 15, 1923 (No. 692), the provisions of which were discussed in the MONTHLY LABOR REVIEW of June, 1923 (pp. 125-127). This decree came into operation on August 10, 1923. It provides that the hours of "actual work" of manual and non-manual workers may not, as a general rule, exceed 8 per day or 48 per week. The decree defines "actual work" as all work which requires assiduous and continued application, and states that its provisions do not apply to occupations which, by their character or in most cases, require noncontinuous work or mere presence on duty or supervision. The decree also stipulates that in agricultural and other work which is of seasonal character, or where technical considerations so require, the hours of labor may be in excess of 8 per day or 48 per week on condition that the average hours worked during certain fixed periods do not exceed limits to be laid down by royal decree or by agreements between the parties concerned.

On September 10, 1923, the Government issued two decrees (Nos. 1955 and 1956) containing detailed regulations for the application of the decree of March 15, 1923. The first of these supplementary decrees applies to industry and commerce and the second to agriculture.

Industry and commerce.—Decree No. 1955 provides that in industry and commerce the following shall not be considered as "actual work": (1) Rest periods during working hours, whether spent inside or outside of the establishment; (2) the time spent in going to work (in mines, however, the period of actual work begins with the descent into and ends with the ascent from the mine); (3) breaks of not less than 10 minutes, the combined duration of which does not exceed two hours during a working-day, and during which the worker or employee is not required to work. Breaks of even more than 15 minutes, however, which are allowed to workers on specially fatiguing work for the purpose of restoring their physical fitness for resuming work shall be counted as actual work.

¹The data on which this article is based are from: Italy, Ministero dell' Economia Nazionale, *Bollettino del Lavoro*, Rome, August-September, 1923, part II, pp. 29-39; International Labor Office, *Hours of Labor in Industry, Italy*, Studies and reports, series D (wages and hours), No. 8, Geneva, November, 1923; *Battaglie Sindacali*, Milan, Jan. 1, 1924.

The technical or seasonal industries which may exceed the 8-hour day or 48-hour week, and the limits of such exemption, are specified in the following list attached to the above decree:

INDUSTRIES EXEMPTED FROM 8-HOUR DAY OR 48-HOUR WEEK, AND PERIOD FOR WHICH EXEMPTED.

Industry or occupational group.	Limit of exemption.
Building and construction: Building, road making and hydraulic construction (outside workers).	4 months in the year.
Brick and cement works:	Do.
Brickmaking by hand (outside workers).....	60 hours per week for 3 months; annual average, 48 hours per week.
Brick works (workers employed in pits).....	60 hours per week for 4 months; annual average, 48 hours per week.
Cement works (workers employed in quarries).....	Do.
Mines and quarries:	6 months in the year.
Mines and quarries more than 1,000 meters above sea level.....	3 months in the year; maximum, 9 hours per day and 56 hours per week.
Mining (machine miners and surface workers).....	4 months in the year.
Salt works (workers collecting salt).....	2 months in the year.
Metal working industries: Iron and steel and machinery works (workers employed in manufacturing wine factory and brewery equipment and agricultural machinery).	4 months in the year.
Shipbuilding: Shipbuilding yards (outside workers).....	60 hours per week for 3 months; annual average, 48 hours per week.
Textile industries:	Do.
Dyeing, printing, bleaching and finishing.....	Do.
Other textile trades.....	Do.
Food and beverage industries:	3 months in the year.
Breweries and beer warehouses (workers employed in bottling, shipping and delivery).	Do.
Factories and warehouses of aerated beverages (workers employed in bottling, shipping and delivery).	Do.
Tomato preserve factories (workers handling fresh product)....	Do.
Vegetable preserve factories (workers handling fresh product)....	September, October, November.
Wine manufacture (workers employed in transport, pressing, decanting, fermentation of must).	3 months in the year; according to nature of catch.
Handling of fresh fish.....	3 months in the year.
Sugar industry (workers employed during beet season).....	5 months in the year.
Chemical industries:	3 months in the year.
Manufacture of acetates and their derivatives (workers employed in summer cutting wood for distillation and transporting it by cable).	November to March.
Manufacture of superphosphates (workers employed in preparation and shipping).	3 months in the year.
Manufacture of oils (workers employed in handling residuum)...	3 months in the year.
Clothing industry:	Do.
Tailor shops with seasonal periods.....	Do.
Millinery.....	Do.
Cap making.....	Do.
Straw hat making.....	4 months in the year.
Laundries (only workers hanging linen in open air).....	56 hours one week out of three; average 48 hours per week.
Other industries:	1 month before opening of exhibition.
Industries involving continuous processes, with the three-shift system.	4 months in the year.
Industries taking part in exhibitions.....	56 hours per week for periods specified in schedules.
Workshops operated by water power, which is liable to be stopped by drought or floods.	
Industries and occupations specified in schedules A and B of regulations of August 8, 1908, for administration of act of July 7, 1907. ¹	

¹Schedule A specifies the industries in which operations are confined to a few months of the year and involve the handling of raw materials liable to rapid deterioration, and which are therefore exempt, under section 2a of the act of July 7, 1907, from observing the weekly rest during the whole period of operations.

Schedule B specifies the industries in which a period of exceptional activity is customary once a year and which are therefore exempt, under section 2a of the act of July 7, 1907, from observing the weekly rest during six weeks in the year.

In all the industries and occupations enumerated in the preceding list the hours of labor are limited to 10 per day or 60 per week during the periods of exemption fixed for each industry or occupation, un-

less provision is expressly made for greater limitation or authority is granted on the basis of an agreement between the parties concerned.

Upon agreement of the parties concerned, the normal hours of labor may also be exceeded in preparatory and accessory work, such as work involved in keeping the plant and equipment in running order, and in preparing raw materials, cleaning, finishing, and removing products, and, generally, all work to secure regular resumption and cessation of work in industries where processes are not continuous. In seasonal industries, preparatory work covers work necessary before the starting of work in the establishment to insure punctuality and regularity in starting work.

The following work may also be performed outside the normal limits of the 8-hour day and 48-hour week:

(a) Repair, construction, maintenance, cleaning, and supervision of equipment, and all other operations which can not be performed during normal working hours without interfering with the operation of the establishment or danger to the workers.

(b) Annual stock taking.

(c) Caretaking and guarding of the establishment.

(d) Special tests and investigations.

Battaglie Sindacali (Milan, January 1, 1924), the organ of the Italian Confederation of Labor, publishes a decree recently issued by the Italian Government further supplementing the decree on the eight-hour day. This decree contains the following list of occupations to which the decree on the eight-hour day is not applicable because their work is not continuous or requires mere presence on duty or supervision:

1. Guards.
2. Night and day watchmen and customs guards.
3. Janitors.
4. Messengers, ushers, servants.
5. Waiters and the kitchen staff in hotels, restaurants, etc., sleeping and dining cars, and steamers.
6. Weighers, storehouse keepers, stewards, and their helpers.
7. Members of fire departments.
8. Persons employed in the transport of passengers and freight, including loading and unloading.
9. Stable help in industrial and commercial establishments.
10. Trainmen, engineers, firemen, switchmen, guards, etc., of industrial railroads.
11. Supervisors who take little part in the actual work.
12. Telephone operators at private switchboards.
13. The staffs of hospitals, insane asylums, sanatoriums and clinics, with the exception of nurses in wards, staffs in wards for violent or filthy patients in insane asylums, in isolation rooms for delirious or seriously sick patients and in hospital wards for infectious diseases, and in general in all cases in which a limitation of the hours of labor is considered necessary by the industrial inspection service because of the peculiar services to be rendered in a hospital.
14. Clerks in stores in cities of less than 50,000 inhabitants, unless their work has been declared continuous by order of the prefect, agreed to by the employers' and workers' organizations concerned and by the chief factory inspector of the district.
15. Superintendents of drying plants.
16. Superintendents of refrigerating plants.
17. Tenders of apparatus for the pumping and distribution of drinking water.
18. Employees in plants for heating and ventilating, etc., public and private buildings.
19. Persons employed at bathing and watering resorts, except persons employed in bottling, packing, and shipping mineral water.

20. Employees in restaurants and the health service of industrial plants.
21. Persons employed in hygienic or sanitary services, dispensaries, public aid offices, etc.
22. Barbers and hairdressers in cities of less than 100,000 inhabitants, unless their work has been declared continuous by order of the prefect agreed to by the employers' and workers' organizations concerned and by the chief factory inspector of the district.
23. Manicures and woman hairdressers.
24. Gas-meter inspectors.
25. River, canal, and waterworks guards.
26. Employees on electric water pumps.
27. Persons employed in operating and tending lime and cement kilns, unless the factory inspection service considers their work specially fatiguing, and firemen employed exclusively in keeping up the fire in brick kilns and in furnaces for refractory material, and ceramic and glass articles.
28. Tenders of machinery in electric works in transformer and distributing stations, linemen, etc., unless the factory inspection service declares their work to be continuous.
29. Tenders of (a) Vacuum pans; (b) Filtration apparatus; (c) Distillation apparatus; (d) Oxidation, reduction, and calcination furnaces in the chemical industries; (e) Sulphuric and nitric acid plants; (f) Apparatus for the electrolysis of water; (g) Apparatus for the compression and liquefaction of gas.
30. Employees working on cranes.
31. Station agents and the personnel of the beet-receiving office in sugar factories.
32. Persons employed in street maintenance work.
33. Persons employed in the bleaching and dyeing industry exclusively to tend autoclaves and in boiling and treating with lye and in producing electrolytic chlorine with automatic apparatus.

In the June, 1923, issue of the MONTHLY LABOR REVIEW (pp. 126, 127) it was pointed out that the Italian Confederation of Labor, representing the old-line trade-unions, considers the "eight-hour" decree anything but favorable to organized labor. In publishing the preceding list of occupations to which the decree on the eight-hour day is not applicable, Battaglie Sindacali, the organ of the confederation, assumes that this list will complete the series of administrative regulations for the application of the "eight-hour" decree, which decree had been advertised as the greatest act of sociopolitical legislation of the new Government, and remarks:

All the abrogations, exceptions, and exclusions have been carefully planned and manipulated so as to make of the eight-hour day, which in recent years had been voluntarily agreed upon by employers' and workers' organizations and had been applied in practice, a mere vanishing myth.

Social laws usually have the object either of protecting and defending those classes of workers who are not able to protect and defend themselves or of legally normalizing a state of affairs already existing and achieved.

The Italian "eight-hour law," however, brings about the strange result of permitting employers to make existing conditions worse, conditions which, as practice has shown, by no means injuriously affect the economic requirements of production.

Thus, the workers find the law an inefficient or even injurious instrument rather than a protective measure. For many classes of workers it reopens the struggle, with the drawback that the conditions created by the new régime do not even allow the development of free and concerted trade-union action.

Agriculture.—Decree No. 1956 of September 10, 1923, regulates the application of the eight-hour day in agriculture. It provides that the decree of March 15, 1923, fixing the normal hours of actual work at 8 per day or 48 per week shall apply to the cultivation of land and forests and all complementary or accessory work connected with it, such as care of plants, irrigation, care and raising of animals, and the preparation, conservation, transformation, and transport of

animal or forestal products. It is, however, to apply only to casual workers (*avventizi*) and permanently employed farm hands who perform work of the kinds enumerated above for wages and not on a partnership basis. The decree states explicitly that the eight-hour day shall not apply to *métayers* (*mezzadri*) and, on large and medium-sized farms, to persons employed in a technical or supervisory capacity that does not require even occasional participation in manual work.

In agriculture and forestry, rest periods during working hours and the time spent in going to and returning from the place of work, as well as the time required for hammering scythes to straighten edges are not to be considered as time spent in actual work.

The period during which the 8-hour day or 48-hour week may be exceeded on account of seasonal requirements is limited by the decree to three months during one year. Unless otherwise agreed upon by the interested parties the hours of labor during this period may not exceed 10 per day or 60 per week.

If weather conditions make it impossible to work the normal eight hours on some days, the employer may order his workers to make up the lost time on subsequent days without extra remuneration, the maximum daily hours of labor, however, not to exceed ten.

Hours of Labor of Employees of State Railways.

THE eight-hour day for the whole of the personnel of the Italian State Railway was established by the decree of June 8, 1919. Section 1 of this decree provides that "all persons employed on the State railways, with certain exceptions to be determined by the Minister of Railways and Maritime Transport, taking into account the conditions of service of the different grades and classes of employees, shall work not more than eight hours per day and shall be entitled to one day's rest per week." The eight-hour day thus provided for was first introduced on July 1, 1919. It was gradually applied to the various classes of workers, and by April, 1921, it was in operation among all classes.

General regulations.—With a view to reducing the unnecessarily large personnel of the State railways the decree of June 8, 1919, was abrogated on July 22, 1923, by another legislative decree, which regulated the hours of labor in a new manner. This decree makes a very clear distinction between actual work and the period during which the worker must be on duty simply for the purpose of being in attendance or watching. In calculating hours of work the following must be included: (a) Time spent in executing an order, irrespective of the nature of the work; and (b) two-thirds of the time during which the worker is required simply to be in attendance or watching.

Hours of work are not to include: (a) Periods of interruption lasting one hour or more, during which the worker is allowed to leave his place of work; (b) time spent by the worker in going from his home to his place of work and in returning home; and (c) time spent by the worker in going to a place of work located outside of his place of residence and in returning after the work has been completed.

The decree fixes the average hours of labor thus calculated at 8 per day and 48 per week. A distinction is made between "work properly so called" and "hours of duty" (*orario di servizio*). The latter cover both actual work and mere attendance and may not exceed 12 hours between two consecutive rest periods.

The decree further fixes the length of daily and weekly rests. Each worker is entitled to a daily rest of not less than 9 consecutive hours in the 24, and to a weekly rest which must as a rule be not less than 24 hours.

In exceptional circumstances or for technical reasons the workers may be required to be on duty longer than the limits fixed by the decree, but such additional time spent on duty must be compensated by a corresponding reduction in working hours either before or after the period of extra work, or paid for in accordance with the measures in force.

Locomotive and train employees.—In regulating the hours of locomotive and train employees the decree first defines "work properly so called" and fixes the hours of such work. The decree then determines the length of the period between two normal rest periods, which covers the period of work properly so called, rest periods during working hours, and the time during which the worker is on duty awaiting assignment. Finally it fixes the length of the normal daily and weekly rests.

Work properly so called includes: (a) The interval between the arrival of the train on which the worker is employed (actual time of arrival, if the train is late) and departure on the same train or another, if this interval between two schedule journeys does not exceed two hours for locomotive employees and 90 minutes for trainmen; (b) two-thirds of the time spent by the worker in traveling by train, on order, but without working, from one place to another in order to start work or to return after the work is performed; and (c) half of the time spent on duty away from home awaiting assignment.

The total period of such work between two normal periods of rest must not as a rule exceed 10 hours, and for locomotive engineers and firemen on express trains 9 hours. The full period between two normal rest periods, including rest periods during working hours and time spent awaiting assignment, must not exceed 12 hours. This maximum may be increased to 14 hours if the period of work properly so called does not exceed 8 hours and is interrupted by a rest period of not less than 4 hours.

The normal minimum daily rest at home shall be 14 hours (15 for locomotive engineers and firemen), which may be reduced to 12 hours if the preceding period of work does not exceed six hours (five hours for the engine personnel). The minimum daily rest away from home is to be eight hours, which may be reduced to seven hours, provided that the reduction is made up before or after, and preferably at home. The weekly rest may not be less than 36 hours.

Maintenance-of-way employees.—The daily hours of labor of section hands are to be fixed, according to the seasons and localities, between a minimum of seven and one-half and a maximum of eight hours. Section hands shall take their weekly rest on Sundays, on

which day only one trackwalker shall be on duty in each section and half of each section gang shall be in readiness subject to call.

Women acting as railroad guards shall not perform night duty, which shall be exclusively performed by men.

Shop workers.—The daily hours of labor of shop workers shall, as a rule, be divided into two periods by a rest period of at least two hours. If local conditions require it, this rest period may be reduced to half an hour. On Sundays the shops shall be closed and the workers have the entire day off.

Office personnel.—The daily hours of labor of office employees shall be seven, divided into two periods by an interruption of at least two hours. This rest of two hours may be reduced to not less than half an hour if local conditions or the nature of the work require it. On Sundays the employees are to be off duty the entire day. On legal holidays half the personnel shall be on duty for half the daily hours of labor and then be relieved by the other half for the remaining hours.

MINIMUM WAGE.

Recent Minimum Wage Orders—Minnesota.

PARTICULAR interest attaches to the administration of State minimum wage laws, in view of the action of the United States Supreme Court in holding the minimum wage law of the District of Columbia unconstitutional. There was a natural feeling that all compulsory laws would be affected, and that probably only the noncompulsory statute of Massachusetts could survive. However, taking the decision as rendered to apply only to the particular points raised in the law for the District, the States generally have proceeded with the administration of the laws under their jurisdiction. A statement submitted by the division of women and children of the Industrial Commission of Minnesota discloses the activities of that division for the calendar year 1923, in respect to minimum wage adjustments. These adjustments were collections of wages due to employees by reason of the employers' failure to conform to the standards established in the minimum wage order covering their business. "In many instances they did not understand that they must pay the full minimum wage for a week of 48 hours, even though they offered their employees but 40 hours of work. Nor did they understand that they must pay for holidays when the wage otherwise would fall below the minimum set by the wage order."

The wage collections involved 316 firms and benefited 2,561 employees. These were distributed over 64 cities and towns in the State, so that "a wide educational value" is felt to attach to the enforcement activities. The total amount of wage adjustments for the year was \$23,488.52. During the calendar year the five investigators of the division visited 132 towns in the State outside of Minneapolis and St. Paul, for the purpose of acquainting employers of women and minors with the requirements of the laws affecting such employees—including not only the minimum wage law but also the sanitation code and the laws on hours of labor for women and on child labor.

Establishment of Minimum Wage in South Dakota.

THE State of South Dakota in 1923 took its place with the small number of jurisdictions in which a minimum wage is established for women and girls. A statutory rate was established by the legislature, which fixed \$12 as the weekly minimum to be paid any woman or girl over the age of 14 years in any factory, workshop, mechanical or mercantile establishment, laundry, hotel, restaurant,

or packing house. If employment is for less than a week a proportionate amount is to be paid. A civil action will lie for the recovery of any balance where a smaller wage than the minimum has been paid, notwithstanding any agreement to work for such smaller wage. Apprentices or learners may be engaged at a lower rate, but an employer desiring to make such arrangement must, within 10 days after their employment, report their names to the industrial commissioner and obtain his permission for such employment. Special permits may also be issued in the case of women mentally or physically deficient or disabled.

WOMAN AND CHILD LABOR.

Child Labor in Delaware.¹

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Employment of Minors in Maine.

THE deputy commissioner of labor of Maine reports¹ that on January 1, 1924, there were only 192 minors employed in that State under work permits, while the total number of persons employed in manufacturing and mechanical establishments approximated 111,000.

At its 1923 session the Maine Legislature by an amendment to the 54-hour law made it unlawful to employ children under 16 years of age more than 8 hours a day in a manufacturing or mechanical establishment. The passage of this legislation has substantially aided in reducing the number of minors employed in the State.

The decrease in child labor in Maine from 1918 to 1923 is shown in the following statement:

NUMBER OF MINORS EMPLOYED IN MAINE UNDER WORK PERMITS, 1918 TO 1923.

Year.	Minors employed under permit.	
	Highest number.	Lowest number.
1918.....	2,170	860
1919.....	1,545	826
1920.....	1,226	367
1921.....	862	257
1922.....	679	212
1923.....	631	¹ 192

¹ Jan. 1, 1924.

The highest point of employment of minors occurs during the summer holidays when the children work under vacation permits. As a rule the minimum employment is reached in May or the first of June.

Women in South Carolina Industries.

THE Women's Bureau of the Department of Labor has recently issued a bulletin (No. 32) giving the results of an inquiry, made at the request of the Governor of South Carolina, into the conditions under which women are employed in the industries of that State. The field work was begun November 1, 1921, and was continued through three months. The survey covered 151 stores, laundries, and manufacturing establishments, situated in 56 cities, towns, and villages, and employing 10,328 white and 843 colored women 16 years old or over, and 590 girls under 16. Of the white women, not far from 90 per cent were found in the textile industries, the manufacture of yarn employing 4.1 per cent, knit goods 4.2 per cent, and cotton goods 79.9 per cent. Apart from manufacturing, the largest group, 3.7 per cent, was employed in general mercantile establishments. Among the colored women, 35.8 per cent were found in the manufacture of cigars, 28.8 per cent in the manufacture of cotton

¹ Letter dated Jan. 29, 1924.

goods, and 27 per cent in laundries. The girls under 16 constituted 5 per cent of the total number of female employees in the plants studied, showing a larger proportion in this age group than was found in similar investigations made by the bureau in Rhode Island, Georgia, Maryland, and Kentucky. The great majority of these girls (94.1 per cent) were found in the manufacture of yarns and cotton goods.

The women studied were predominantly native born; out of 4,199 whose nativity was learned, only 12 were foreign born. Of 3,604 white women who reported as to age, 32.5 per cent were under 20 years old, 36 per cent were 20 and under 30 years, 18.3 per cent were 30 and under 40, 9.5 per cent were 40 and under 50, and 3.7 per cent were 50 years or over. The colored women, of whom only 130 reported their ages, showed a slightly larger proportion in both the youngest and the oldest groups, and a slightly smaller proportion between 30 and 50 years old. Of the white women reporting as to marital condition, 49.7 per cent were single, 35.5 per cent married, and 14.8 per cent were widowed, separated, or divorced; of the colored women, 46.5 per cent were single, 31.5 per cent were married, and 22 per cent were widowed, separated, or divorced.

Daily scheduled hours of work ranged from 8 to 11, nearly four-fifths of the women (78 per cent) having a 10-hour day, and 7.5 per cent having one of more than 10 hours. Four-fifths (79.9 per cent) had a scheduled week of 55 hours, 3.4 per cent had a week of over 55 and under 60 hours, and 2.7 per cent a week of 60 hours. One establishment was closed for the whole day on Saturday; in the others the Saturday hours ranged from 4 to 12. Lunch periods ranged from 30 minutes upward, 1 hour being the usual interval.

South Carolina has no minimum wage law, and the wage level seemed rather low.

Although a few of the women included received wages that compared favorably with the minimum wage rates set by law in certain States, the great bulk of them received considerably lower wages than the standards set by many minimum wage commissions. The results of extensive underpayment of large groups of women, with the lowering of the standard of living below the level not only of comfort but of health itself, and the elimination of all chance of saving or of providing for the future, can not be too strongly emphasized. Even when the lower cost of living characteristic of mill communities is considered, the wages of the majority of woman textile operatives were not sufficient to enable them to live up to a standard indorsed by American ideals.

Taking the white women separately, the median weekly earnings for a group of 8,595, as shown by the 1921 pay roll, were \$9.50. The highest median earnings, \$15.50, were found in general mercantile establishments (310 women considered), and the lowest, \$7.60, in the manufacture of knit goods (355 women). For negro women the highest median was \$6.25, in cotton goods manufacturing, and the lowest was \$4.85, in cigar manufacturing. Of those in yarn and cotton goods manufacturing whose week's earnings were recorded, 71.2 per cent of the white women and 98.4 per cent of the negro women had earned less than \$12; 86.9 per cent of the white and 99.8 per cent of the negro women had earned less than \$15. The weekly earnings as related to the time spent in the trade were studied for a group of 3,475 women. Beginning with a median of \$7.45 for those who had been employed less than six months, the earnings rise to a median of \$11.85 for those employed 15 and under 20 years, after

which they show a slight decrease for those who had been employed over 20 years.

A practical interpretation of these medians would be the outlook of a typical worker, a 16-year-old girl, entering industry at \$7.45 a week. An average girl could not be sure of doubling her initial salary though she worked steadily in one trade until she was 36 or 40 years old. At that time, she would probably have passed the peak of her earning capacity in the industry, without even having received what might be termed a living wage.

South Carolina has very few laws regarding the conditions under which women work, and apparently the subject has not received the attention needed. One of the commonest defects found was a failure to supply adequate seating facilities.

Seating inadequate for some or all of the women, in 134 establishments, 33 having no seats whatever for women with standing jobs, 49 having an insufficient number of seats, 108 having seats without backs, that is, stools, benches, or boxes for some or all of the women.

Ventilation was inadequate in a number of establishments, "chiefly because of failure to solve special problems of lint, heat, and humidity arising from the nature of the industry." Forty-four of the 99 textile mills and 8 of the 14 laundries were without any devices for artificial ventilation. Fire hazards were found in 97 establishments, the common drinking cup was in use in 25, washing facilities were quite commonly insufficient, and toilet accommodations were not up to standard requirements for some or all of the women in 134 establishments. On the other hand, much attention seemed to be paid to cleanliness.

The report on cleanliness in the South Carolina establishments covered by the survey was unusually favorable, since the workrooms in 120 of the 152 plants were reported clean. This record is especially creditable because of the large number of textile mills included. The dust and lint generated in the manufacture of textiles make the cleaning of workrooms in textile mills a more difficult task than in most other factories.

In general, the conclusion is reached that there is need for much improvement in the industrial life of the majority of wage-earning women in the State. Credit is given to the employers who have already established good conditions, but it is pointed out that the State can not afford to rest on the efforts of these progressive citizens, and that definite action is required for the betterment of the situation.

Since the effects of industrial evils can not be confined within the walls of the workshop, but spread into the homes of the workers and into the life of the community, the cooperation of all forces in the State is imperative for the establishment of higher industrial standards.

Child Labor Commission in Shanghai, China.¹

THE Chinese Government has in recent months evinced a desire to improve conditions in mills and factories under its jurisdiction, and in line with this purpose, and with the idea of securing uniform legislation both in and out of the Foreign Settlement, the Shanghai Municipal Council appointed a child labor com-

¹ Municipal Gazette, Shanghai, China, June 14 and July 5, 1923.

mission on June 22, 1923. The commission, which was made up of ten members, three of whom were Chinese, was instructed to make a study of the conditions of child labor in Shanghai and vicinity and to make recommendations to the council regarding the regulations to be applied to child labor in the Foreign Settlement of Shanghai.

It was recognized that there are practical difficulties in the way of these reforms, among them being the desire of the parents for the immediate financial gain resulting from their children's work. However, the need for a proper solution of the child labor problem both from a business and a social point of view is generally realized.

In connection with this reform movement it is reported² that a "protector of working children" has been appointed in Hongkong who is empowered to enter and investigate any establishment where children are employed, for the purpose of ascertaining if the regulations are being properly enforced. These regulations apply to the hours of labor, which may not exceed nine a day, with at least one day's rest each week, and to general working conditions.

² New York Times, January 20, 1924, section 8, page 5.

PRODUCTIVITY OF LABOR.

Output Under Different Shift Systems in the English Glass Industry.

THE Industrial Fatigue Research Board of Great Britain has recently published the results¹ of an inquiry undertaken to determine the comparative output under 10-hour and 8-hour shifts in glass factories. The investigation was begun early in 1922, and was limited to what is known as the Yorkshire district. In the industry as a whole so many different kinds of articles are manufactured, and the methods of manufacture and the hours worked vary so widely that the investigators felt it would be difficult, in a general study, to obtain reliable data in comparable shape, but in this special district conditions were unusually favorable for a study of the kind proposed. Previous to July, 1919, the working-day had consisted of two 10-hour shifts, but at that date a rearrangement took place, and three 8-hour shifts were established. Both before and after this change the workers were paid by results. Moreover, it was customary for them to work in certain groups, three or five men working together in the production of one article; figures showing the output of identical groups under the two systems were obtainable. In addition, the glass industry in Yorkshire is largely devoted to bottle making, and thus variability in the product, with its inevitable effect upon output, was eliminated.

The following table shows the effect on the hourly output of changing from the 10-hour to the 8-hour shift in various factories manufacturing specified kinds of bottles by hand and by semiautomatic processes:

EFFECT OF SHORTENED HOURS ON HOURLY OUTPUT IN BRITISH GLASS FACTORIES.

Factory and kind of bottle made.	Hourly output.			Factory and kind of bottle made.	Hourly output.		
	10-hour shift.	8-hour shift.	Increase in 8 as compared with 10 hour shift.		10-hour shift.	8-hour shift.	Increase in 8 as compared with 10 hour shift.
<i>Hand processes.</i>			<i>Per cent.</i>	<i>Hand processes—Concl'd.</i>			<i>Percent.</i>
Factory No. 1:				Factory No. 3:			
1-oz. vial.....	200.7	196.9	a 1.9	4-oz. flats.....	168.0	190.8	8.9
6-oz. flats.....	153.6	152.9	a 0.5	10-oz. rounds.....	141.6	157.2	10.9
8-oz. flats.....	145.4	151.2	3.9	Pints.....	127.2	146.4	15.7
20-oz. corbyns.....	113.8	124.4	9.3	10-oz. coddies.....	112.8	127.2	12.9
24-oz. corbyns.....	106.2	121.1	14.0	Factory No. 4:			
32-oz. corbyns.....	88.8	106.2	19.6	6-oz. medical.....	150.6	169.7	12.6
80-oz. corbyns.....	44.8	53.9	20.3	8-oz. medical.....	140.4	159.5	13.6
90-oz. corbyns.....	38.6	47.2	22.3	<i>Semiautomatic processes.</i>			
Factory No. 2:				Factory No. 3:			
2 oz.....	214.3	239.4	11.7	2-lb. jam.....	15.65	16.48	5.3
3 oz.....	210.8	225.1	6.8	Factory No. 5:			
4 oz.....	205.9	216.2	5.0	2-lb. jam.....	10.54	14.26	35.3
6 oz.....	193.2	205.1	6.2	Factory No. 6:			
8 oz.....	191.4	197.0	2.9	Pints.....	10.13	10.70	5.6
10 oz.....	175.0	186.7	6.6	Quarts.....	8.42	9.28	10.2
12 oz.....	164.6	176.0	6.9				
16 oz.....	139.6	155.8	11.6				

a Decrease.

¹ Great Britain. Industrial Fatigue Research Board. A comparison of different shift systems in the glass trade, by E. Farmer. London, 1924. Report No. 24.

The investigation showed that whether the workers were engaged in hand work or semiautomatic processes, the decrease in hours was followed by an increase in hourly output. This did not compensate fully for the decrease in hours, so that the output per shift was greater under the 10-hour than under the 8-hour system. Since, however, the 8-hour system made it possible to operate the factories for 24 hours, the daily output was increased under the three-shift system. In three of the factories in which hand processes prevailed, an interesting variation was observed. It was found that the increase in the hourly output under the short shift tended to be greater when heavy bottles were being made than when the men were working on light bottles.

This is interesting, not only in view of the already known fact that the period over which the human body can profitably continue to do work involving heavy muscular effort varies inversely with the arduousness of the work, but also because it illustrates the difference between the fatigue due to heavy muscular effort and fatigue due to the constant repetition of a group of intricately coordinated movements, involving conscious supervision but comparatively little muscular effort. These records seem to indicate that heavy muscular work involves a type of fatigue which can be alleviated by shortening the working spell, whereas the fatigue involved in the constant repetition of an intricate operation is not relieved by this method to the same extent.

In semiautomatic processes, the increase in hourly output was not so marked as in the hand processes, and differed considerably from factory to factory. One factory showed a particularly small increase, which is explained on the ground that before the change of hours a high standard of output had already been obtained, so that an increase would be proportionately more difficult than in establishments which had not previously had so good a record.

The detailed study of output made possible a comparison between the efficiency of day and night work.

Night work in the three-shift system does not appear to put a markedly greater strain on the men than day work. The night shift is always more efficient than the morning shift and not much less efficient than the afternoon shift. When 12 hours' work out of 24 hours is done in alternate six-hour shifts, night work is consistently less efficient than day work.

The report notes that there is evidence of seasonal variation in output, and suggests that a detailed inquiry into the effect of temperature on output is desirable.

LABOR AGREEMENTS, AWARDS, AND DECISIONS.

Brewery Workers—National Agreement.

THE International Union of United Brewery, Flour, Cereal, and Soft Drink Workers, with jurisdiction over malt, grain elevator, yeast, vinegar, alcohol, wine, cider, cereal beverage, and mineral water workers, makes agreements on a national scale with large corporations interested in the various branches of the industry.

The agreement, the terms of which are here summarized, was concluded with the Liberty Yeast Corp. on November 10, 1923, covering the Baltimore, Md., Cambridge, Mass., and Pekin, Ill., plants of that company and such other manufacturing plants as may be put into operation during the period of the agreement. The general terms apply to all plants. Wages are determined in each city according to living conditions in the locality. An identical contract has been made with the Fleischmann Yeast Co., and applies to all its plants throughout the country.

The agreements require all employees to be members of the union, or, if not members, to apply for membership within two weeks from time of hiring. The company is allowed to hire temporary outside help so long as such help is not obtainable through the union, provided a permit card is obtained from the local. No member of the union is to be discharged for serving on a committee in the interest of the union. Causes for discharge are incompetence, neglect of duty, or disobedience toward the employer or duly authorized heads of departments. The 48-hour week prevails.

Any employee unable to work because of sickness receives, upon recovery, his former position. His substitute is considered temporary help.

Section 8 provides for arbitration of disputes as follows:

An attempt shall be made to first settle all differences or misunderstandings which may arise. If any adjustment satisfactory to both parties can not be reached in this way, then the matter shall be settled by a board of arbitration, constituted in the following manner:

Two shall be selected by the employer, two by the local union or branch, and in case they can not agree, these four members of the board shall select a fifth member, and a majority decision shall then be binding upon both parties. Men shall not leave work before or pending the decision of the board of arbitration.

The agreement is to remain in force for one year, and for a second year unless due notice is given 30 days prior to its expiration date.

Chauffeurs—St. Louis.

FOLLOWING a long strike protesting a reduction in wages an agreement was made between the Yellow Motor Car Co. of St. Louis and its chauffeurs, members of International Brotherhood of Teamsters, Chauffeurs, etc., Local No. 405, to be in force for one year from January 1, 1924.

By the terms of this agreement the company is to hire only union men, or in the event of inability to secure union men to hire nonunion

men who agree to become members of the union within 30 days, at a minimum wage of \$28.50 a week of 7 days, 10 hours a day, with 2 days off each month. The company agrees to pay time and a half for overtime, and to furnish chauffeurs with union-made uniforms. The contract, which is signed individually by each employer, provides further that chauffeurs may room and board where they please, and that a driver's work includes the making of minor repairs, but no washing of vehicles. Employees are protected against discrimination for union activities.

The following articles are of interest:

ARTICLE 14. That any member of Local Union No. 405 must refuse to drive for taxi owner breaking this contract and agreement.

ART. 16. Members of Local No. 405 will not be allowed to haul passengers known to be strike breakers to or from a place that is on strike or that is under police protection.

ART. 18. Both parties hereto agree: That any difference arising between them which is not specified in this contract and can not adjust themselves, shall be submitted to a committee of five persons, two employers, two members of Local No. 405, and the fifth an uninterested party to be selected by the other four members of the committee. Said five shall constitute a committee for adjustment of differences, and their decision in the adjustment of differences shall be final and binding upon both parties hereto. There shall be no lockout or strike while differences are before the committee for adjustment, but decision must be rendered within 10 days.

Glaziers—Boston.

FOLLOWING a strike against five plate-glass companies, District Council No. 41 of the Brotherhood of Painters, Decorators, and Paperhangers of America representing Glaziers' Local No. 1044 of Boston, signed an agreement, effective November 1, 1923, with three of the companies, providing for an 8-hour day and 44-hour week, with no work on Labor Day "under any circumstances" and only emergency work on Saturday afternoon. Time and a half is paid for overtime work and double time on Sundays and holidays. The minimum hourly rate for journeyman glaziers is \$1 per hour till April 1, 1924, and \$1.10 thereafter. Piecework is abolished. Glaziers sent out of the city to work receive their regular wages and not less than \$2.50 per day for board and room. When necessary to travel by night the employer is obligated to furnish first-class sleeping accommodations and meals.

The agreement, which terminates a period of three years in which the glass factories have operated under open-shop conditions, also provides that all journeyman glaziers formerly members of the union and now in the employ of any of the companies shall, upon the payment of an initiation fee of \$10, be taken back by the union in full standing and without prejudice or penalty, and that all other competent journeyman glaziers in the employ of and satisfactory to the companies shall be taken into the union on the same terms.

Each employer is also to be allowed to have in his employ at the shop or in the buildings one foreman and one assistant foreman not members of the union to supervise and assist when it is deemed necessary.

Certain clauses in the constitution of the brotherhood relating to arbitration and the conduct of strikes were made a part of the agreement.

Longshore Work—Seattle.

THE plan of joint organization, through employee representation, of the longshoremen and truckers and water-front employers of Seattle provides for the adjustment of wages according to the cost of living and wages and conditions in other Pacific ports. Following is the award of the arbitration board handed down on December 19, 1923, determining wages on the Seattle water front, to be effective January 1, 1924:

The employers find no justification for a wage increase based on the cost of living in Seattle which, from Government figures, shows no appreciable increase; nor from a comparison of monthly earnings and working conditions of longshoremen at other ports.

But to keep their pledge that "The men are entitled to the security of knowing that the employers recognize the principle that the Seattle wages and conditions shall be equal to those of the principal ports of the Pacific Coast," an increase is awarded from the present wages of—

	Straight time.	Overtime.
Longshore.....	\$0. 80	\$1. 20
Dock.....	. 70	1. 05
To—		
Longshore.....	. 90	1. 35
Dock.....	. 80	1. 20

To be effective January 1, 1924.

However, justice requires that in exchange for the security of equality of wages and working conditions the employers are entitled to an assurance from the men of a good day's work for a good day's pay.

This means, for example, that the employers may expect and are promised the cooperation of the men in preventing abuse of security of the job, and where such abuse is discovered the men will assist in eliminating from the water front those responsible.

Also this award again affirms the principles of the joint organization constitution, among which is the sound provision that—

"The committees are concerned primarily with the shaping of policies. When such policies have been determined upon, their execution shall remain with the management, but the manner of execution may at any time be a subject for the consideration of the committees."

Further, that in the regular revision of the standard practice rules due consideration shall be given to the rewriting of those rules which are of doubtful benefit to the men, but are burdensome and restrictive upon the ships.

The undersigned, representing both employees and employers, take this opportunity to state their firm belief in the value of the plan of joint organization of employees and employers on the Seattle water front by which this award has been made possible. They urge that every effort be made by men and management to strictly adhere to this constitutional form of government in all future relations.

Molders—National Agreement.

AT the conference between the International Molders' Union of North America and the Stove Founders' National Defense Association at Atlantic City in December last, the conference agreement was amended to make \$7.25 the established minimum wage scale for all daywork molders and core makers, with the proviso that in districts where the union had established a minimum rate in excess of \$7.25 a day, such rate was not to be reduced. The association had requested a continuance of the old rate of \$6.50 a day, with a 10 per cent reduction on stove plate and 20 per cent reduction on furnace and boiler work. The union had requested a 20 per cent increase over the old rate.

The scale is understood to affect 10,000 workers in 72 plants throughout the country.

Moving-Picture Operators.

CONTRACTS between moving-picture operators and their employers are generally made annually, the year beginning September 1st. The bureau has received agreements covering the season 1923-24 from unions in 21 representative cities, as follows: Baltimore, Boston, Cincinnati, Dallas, Fall River, Fort Wayne, Indianapolis, Jacksonville, Kansas City, Kans., Kansas City, Mo., Los Angeles, Lowell, Memphis, Nashville, Pittsburgh, Portland, Oreg., Salt Lake City, San Francisco, Toledo, Utica, and Washington, D. C.

The national union organization has a form of agreement which is recommended for use as far as possible. Where this form itself is not actually in use, the agreement made generally follows it in the main. A copy of this form follows:

This agreement made this — day of —, 19—, by and between —, manager of the — theater, hereinafter referred to as the party of the first part, of — city, State of — and — Local No. — of International Alliance of Theatrical Stage Employees and Moving-Picture Machine Operators of the United States and Canada, hereinafter referred to as the party of the second part,

Witnesseth: (1) The party of the first part agrees to employ only stage employees (moving-picture-machine operators) supplied by the party of the second part.

(2) The party of the first part agrees to pay to the men so furnished by the party of the second part not less than the following schedule of prices for the work performed:

	Per week.	Per performance.	Per hour.
Carpenter.....	\$.....	\$.....	\$.....
Property man.....
Electrician.....
Moving-picture-machine operator.....
Assistant moving-picture-machine operator.....
Head flyman.....
Grips.....
Extra flymen.....
Lamp operators.....
Assistant property men.....
Assistant electricians.....

All extra work, per hour, \$——.

Daywork, such as preparing the theater for opening, per day of not more than eight hours:

Carpenter.....	\$.....
Property man.....	\$.....
Electrician.....	\$.....
Moving-picture-machine operator.....	\$.....
All others.....	\$.....

(3) The party of the first part agrees that when desiring to dispose of the services of a member of the party of the second part who is employed on weekly salary he will give such member two weeks' notice or pay two weeks' salary in lieu thereof (except in case of drunkenness or dishonesty, in which case no notice shall be required).

(4) The party of the first part shall have the right to make such rules and regulations as may be deemed necessary for the conduct and management of the performances and working conditions, and the party of the second part agrees that its members shall obey all rules and directions of any authorized representative of the party of the first part in so far as they do not conflict with the terms of this contract, with the by-laws and working rules now in force of the party

of the second part, or with the rules and regulations of the International Alliance of Theatrical Stage Employees and Moving-Picture-Machine Operators of the United States and Canada.

(5) The party of the second part agrees to furnish competent men to perform work as required by the party of the first part under the provisions of this contract.

(6) The party of the second part agrees that such of its members as are employed by the week shall give the party of the first part two weeks' notice in case they desire to leave the employment of the party of the first part (except in the case of nonpayment of salaries when due, which shall be sufficient cause for immediate cancellation of relations).

(7) As the party of the second part is a member of the International Alliance of Theatrical Stage Employees and Moving-Picture-Machine Operators of the United States and Canada, nothing in this contract shall ever be construed to interfere with any obligation the party of the second part owes to such International Alliance by reason of a prior obligation.

It is further mutually agreed: [Any special arrangements are written in here.]

This contract to be in force and binding from the — day of —, 19—, to the — day of —, 19—.

All the agreements provide for a closed shop; nine provide for two weeks' notice and six for one week's notice in case of discharge or withdrawal of an employee. Operators are frequently forbidden to carry films or to do any work not pertaining directly to their duties unless paid extra for so doing, and are to report for duty 15 minutes before starting time.

The theaters are classified differently in the different cities. The general classification is by hours. In those operating evenings only, they are expected to be open 3 or 4 hours; in those operating afternoons and evenings, 6 to 10 hours; and in those operating all day, 12 hours or more daily. In the first class one operator alone is required and he is expected to be on duty throughout the performance; in the second, generally two operators are required, or one with a relief, who divide the time between them as they may agree, but one must be on duty all the time; in the third, two operators are required, with provision for a relief or for overtime.

Provision is also made for one or two matinee performances a week by the evening theaters. A week generally consists of six days. Sunday performances are extra. Provision is generally made for overtime pay for work after 11 p. m. and on holidays and Sundays.

In a few cities, provisions are made for downtown theaters, uptown or suburban theaters, vaudeville houses, municipal comedy theaters, exchanges, studios, and occasional performances, with wages of operators varying in a few cases according to the seating capacity of the houses.

The following table shows the wage scales in detail, as far as they are comparable. Rates are quoted by the hour, day, or week as given in the scales. It is unsafe to change any of the daily or weekly rates to hourly rates, for the hours mentioned in the scales are generally for maximum or minimum periods and are not necessarily the hours actually worked. For example, one agreement provides a certain amount to be paid for evening performances without mentioning their length, a second limits the time to four hours, a third to three and one-half hours, and a fourth, stating an hourly rate, provides that the performance is to be paid for as of at least a certain number of hours.

WAGE SCALES, ESTABLISHED BY AGREEMENT, FOR MOVING-PICTURE OPERATORS
IN 21 CITIES, 1923-24.

City.	Day and evening performances.			Evening performances and 1 matinee.		
	Maximum hours per theater per day.	Rate of wages per 6-day week.	Number of operators required.	Maximum hours per performance.	Per 6-day week.	Matinee.
Baltimore.....	18 19 12 13 14	² \$40.80-\$45.60 ² 48.45-54.15 ² 30.60-34.20 ² 33.15-37.05 ² 35.70-39.90	1 1 2 2 2	5	² \$28.05-\$31.25	(4)
Boston.....	7 7½	45.00 ⁵ 47.00-52.00	1 1			
Cincinnati.....	11 14 15	⁵ 41.00-47.50 ⁵ 46.00-51.50 ⁵ 48.50-54.00	2 2 2			
Dallas.....	16½	⁸ 40.00-45.00	1			
Fall River.....	16	41.00	1			
Fort Wayne.....	7 12	42.00 38.50	1 2	30	19 30.00	(4)
Indianapolis.....	(11)	40.00	1			
Jacksonville.....	12 8	13 1.10	1			
Kansas City, Kans.....	12 7	14 1.25	1			
Kansas City, Mo.....	12	² 40.00, 45.00	1			
Los Angeles.....	(a) 16 12 7	¹⁵ 40.00, 45.00 ¹⁶ 6.40 ¹⁷ 6.40	2 1 2	3½	27.00	\$3.25
Lowell.....	16	² 47.50, 50.00	1			
Memphis.....	13	30.50	2			
Nashville.....	8 12 13	¹⁸ 54.00, 60.00 45.00 ¹⁹ 51.00, 60.00	1 2 4			
Pittsburgh.....	14 16 17	48.00 54.00 ²⁰ 1.25	2 2 1			
Portland, Oreg.....	16	²¹ 38.71, 45.00	1	4	²² 32.00	(4)
Salt Lake City.....	17	²² 42.00	2			
Toledo.....	12	²³ 39.00	1			
Utica.....	8 9 10	²³ 30.00 ²³ 30.00 ²³ 33.00, 36.00	2 2 2			
San Francisco.....	12 12	²³ 35.00, 38.00	2			
Washington, D. C.....	(11) 12 8 27 14	²² 56.00 ²⁶ 53.20 ²³ 56.70	1 1 3	5	²⁸ 29.77, 33.08	(4)

^a Over 12.^b Matinee; evening hours not stated.¹ Maximum for operator.² According to seating capacity of theater.³ Evening; matinee hours not stated.⁴ Included in weekly rate.⁵ According to seating capacity of theater; 7-day week; hand-driven machine \$4 per week additional.⁶ Matinee, 3½ hours.⁷ Included in weekly rate; extra matinees: week days, \$3; holidays, \$4.⁸ According to price of admission.⁹ Minimum per week.¹⁰ For 30 hours.¹¹ Not stated.¹² Minimum.¹³ Per hour; hand-driven machine, 50 cents per hour additional.¹⁴ Per hour; hand-driven machine, 25 cents per hour additional.¹⁵ According to seating capacity of theater; relief operator, 82 and 92 cents per hour.¹⁶ Per day.¹⁷ Per day; chief operator, \$2 additional.¹⁸ According to whether matinee and evening, or continuous performance after 1 p. m.¹⁹ In de luxe theaters open all day.²⁰ Per hour.²¹ For second and first class theaters; relief operator 79 and 92 cents per hour.²² 7-day week.²³ For hand-driven machine, 10 cents per hour additional.²⁴ Included in weekly rates; extra matinees, \$4.²⁵ Per week, including matinees on Saturday, Sunday, and holidays.²⁶ 7-day week; relief operator, 95 cents per hour; where 2 regular operators, \$40.82 per week.²⁷ Minimum, 10 hours.²⁸ According to seating capacity of theater; 7-day week; extra matinees, 85 and 95 cents per hour.

WAGE SCALES, ESTABLISHED BY AGREEMENT, FOR MOVING-PICTURE OPERATORS
IN 21 CITIES, 1923-24—Concluded.

City.	Vaudeville and moving-picture performances.		Occasional and part-time performances.		Rate of wages.	
	Maximum hours per theater per day.	Rate of wages per 6-day week.	Maximum hours per theater per day.	Rate of wages per performance.	Sunday.	Overtime (per hour).
Baltimore.....	{ 1 8 1 9	² \$40.80-\$45.60 ² 48.45-54.15	8	¹⁶ \$15.00	(²⁹)	³⁰ \$1.28-\$1.43
Boston.....					(³¹)	1.75
Cincinnati.....	8	³³ 52.50	8	³³ 75.00	(⁴)	³⁴ 1.35
Dallas.....	6½	50.00			(¹¹)	(¹¹)
Fall River.....			6	¹⁶ 8.00	³⁵ 10.00	1.50
Fort Wayne.....			7	³⁶ 43.50	(¹¹)	1.10
Indianapolis.....			8	³⁷ 1.80	(⁴)	³⁴ 1.35
Jacksonville.....					(¹¹)	(³⁵)
Kansas City, Kans.....	8	¹³ 1.10	8	¹⁶ 10.00	(¹¹)	(³⁶)
Kansas City, Mo.....	6	¹⁴ 1.40	8	¹⁶ 10.00	(³⁰)	(³⁵)
Los Angeles.....	6	⁴⁰ 52.00	{ 3 8	6.00 (⁴¹)	(¹¹)	(⁴²)
Lowell.....					⁴³ 6.60	1.35
Memphis.....	6	50.00	(¹¹)	⁴⁴ 10.00	⁴⁵ 1.50	1.50
Nashville.....					(⁴⁶)	(³⁸)
Pittsburgh.....	8	54.00	7	⁴⁷ 9.00, 18.00	(⁴⁸)	(³⁸)
Portland, Oreg.....	(¹¹)	⁴⁹ 32.50	6	6.50	(¹¹)	1.50
Salt Lake City.....	7	⁵⁰ 50.00	7	⁵¹ 7.75-10.00	(⁴)	(³⁹)
Toledo.....			(¹¹)	3.50	(⁴)	1.00
Utica.....			8	(⁵²)	(⁴⁶)	⁵³ 1.20
San Francisco.....	7	⁵⁵ 56.00	(¹¹)	8.00	(⁴)	1.25
Washington, D. C.....	(¹¹)	⁵⁴ 51.98	(¹¹)	⁵⁶ 9.45	(⁴)	⁵⁶ 1.80

¹ Maximum for operator.² According to seating capacity of theater.⁴ Included in weekly rate.¹¹ Not stated.¹³ Per hour; hand-driven machine, 50 cents per hour additional.¹⁴ Per hour; hand-driven machine, 25 cents per hour additional.¹⁶ Per day.²² 7-day week.²⁶ Double time; holidays, time and a half.³⁰ According to seating capacity of theater; in theaters not showing pictures regularly, \$2.50.³¹ Weekly rate, in theaters opening not earlier than 6 p. m. on Sunday, \$51; not earlier than 4 o'clock, \$55.50.³² Per 7-day week; hand-driven machine, \$4 per week additional.³³ Per week.³⁴ Per 1,000-foot reel.³⁵ Sunday afternoon or evening, \$5.³⁶ Per week; over 7 hours, 2 operators, \$40 per week each.³⁷ Per hour, between midnight and 8 a. m.; other special performances, \$1 per hour.³⁸ Time and a half.³⁹ Regular rate; vaudeville theaters, time and a half.⁴⁰ Relief operator, \$1.25 per hour.⁴¹ Not less than prevailing international agreement road scale.⁴² Day and evening performances, \$1 and \$1.10, according to seating capacity of theater; evening performances and 1 matinee, \$1.10 per hour; vaudeville and moving-picture performances, \$1.50 per hour; special performances, \$3 per hour.⁴³ For 6 hours; \$5.50 for 3-hour performance.⁴⁴ Per day; school and church jobs, \$3 per performance.⁴⁵ For work before 2 p. m.⁴⁶ Double time.⁴⁷ According to whether machine permanently installed or set up.⁴⁸ Triple time; special shows, where machine permanently installed, \$12.⁴⁹ 3-day week.⁵⁰ Relief operator, \$1.02 per hour.⁵¹ According to class of theater.⁵² Regular rate for days theater in operation and 1 day additional.⁵³ After 12 p. m., \$1.80.⁵⁴ 7-day week, matinee and evening performances; extra matinees, \$4.73 each.⁵⁵ 2 performances in same day, \$14.18.⁵⁶ In theaters running from 10 to 14 hours; all others, time and a half.

Screening costs 25 cents a reel in 1 city, 35 cents a reel in 1 city, 50 cents a reel in 2 cities, \$1.50 per hour in 2 cities, \$1.89 per hour in 1 city, \$1.50 for 1 feature and \$2.00 for 2 features in 1 city, and the overtime rate in 1 city.

In four cities provision is made for settling disputes by arbitration. In eight cities disagreements as to wages or working conditions are submitted to the chairman of the executive board for settlement until the next meeting of the local, and in one city to the chairman of the Exhibitors' Association.

Printing—Book and Job.

Boston, Mass.

IN Boston a new scale was made between Typographical Union No. 13 and the publishers of the newspapers of that city effective November 16, 1923, superseding the scale in effect October 28, 1921. The rates were increased 5 cents per hour, making the scale for day workers \$1.12 per hour, for night workers \$1.16 per hour, and for workers on the lobster shift \$1.20 per hour. The 44-hour week is continued, with the right to reduce to 42 hours "when business warrants."

A few changes in the contract were made relating to working conditions. Thus, a man to be deemed a competent operator must maintain an average of not less than 4,500 corrected ems (nonpareil basis) per hour, instead of 4,000 as before.

Section 10, which is new, reads as follows:

Any member covering a situation on a six or seven day paper is entitled to employ in his stead, whenever so disposed, any competent member of the International Typographical Union, without consultation or approval of the foreman of said office; provided, that a situation holder, when absenting himself from his situation, must be represented by a substitute competent to perform the class of work upon which said situation holder is regularly engaged, i. e., a linotype operator must employ a competent operator; an ad man must employ a competent ad man; a makeup must employ a competent makeup; and a proofreader must employ a competent proofreader. When no substitute is available whose competency has been established upon the class of work in question, a situation holder, with the consent of the foreman, may employ a substitute showing up for another class of work. Employees shall put on their own substitutes from the floor of the office. The foreman shall be the judge of the competency of the substitutes.

When the office fills a vacancy in a regular position, the foreman shall select the substitute competent for that particular position who has been longest in continuous service as a substitute.

The agreement is to continue to November 16, 1926, and thereafter continuously, running from year to year, and can be changed only by either side giving written notice of desired changes 60 days prior to November 15, 1926 or November 15 of any subsequent year, but the scale of wages or hours may be considered on notice given 60 days prior to November 15, 1924 or 1925.

New York, N. Y.

THE agreement between closed shop (Printers' League) branch of the New York Employing Printers' Association, Inc., and Typographical Union No. 6 effective December 1, 1921, expired September 30, 1923.

A committee composed of persons representing both organizations formulated the new contract, which in the main is a copy of the old one. Additional sections provide that employees required to wait

for their pay more than 10 minutes after quitting time on pay day shall be paid overtime rates; that hiring, firing, and disciplining shall be done only by the foreman; that when a force is reduced the persons last employed shall be the first discharged; that when a force is increased those who had been discharged because of exigencies shall be reinstated in reverse order in which they had been discharged; that substitutes oldest in continuous service shall have prior right in the filling of vacancies; that all work shall be time work; and that overtime work shall be evenly distributed. There are some changes relative to apprentices.

The old agreement provided for a readjustment of wages as of October 1, 1922, provided either party requested it. The decision of Judge Alfred J. Talley, as arbitrator in the matter, rendered December 22, 1922, was to the effect that there should be no change in the scale.¹

On the expiration of the agreement Judge Talley was again asked to act as arbitrator. Three questions were submitted to him for determination: The amount of wages to be paid, the demand of the union that all members employed for a full week be paid for any legal holiday occurring in that week, and the date upon which the new scale should become effective. The demand of the union was that there should be a \$10 increase in wages over the existing scale. The employers, however, requested a continuation of the existing scale, though they had offered a \$2 increase during negotiation.

Arbitration proceedings commenced November 26, 1923, and ended December 8, 1923.

Judge Talley's decision was rendered December 15, awarding the employees an increase of three dollars a week, denying the pay for holidays, and not making the scale retroactive, as follows:

Upon a careful review and consideration of the able arguments, briefs and exhibits presented on both sides of the controversy, the arbitrator has come to the conclusion and decides that a fair, just, and equitable scale of wages is as follows:

	Per week.
For day shifts.....	\$53
For night shifts.....	56
For third (lobster) shifts.....	59

For machine tenders on type-casting and type-setting machines:

	Per week.
1 to 4 machines.....	\$53. 00
5 to 8 machines.....	54. 50
9 to 12 machines.....	56. 50
13 or more machines.....	58. 50

With respect to the demand that the union members employed for a full week shall be paid for the legal holiday occurring in that week, I am of the opinion that because of the general character of the business and the provisions now applying for the payment of overtime, the demand of the union with respect to payment for legal holidays is not justified and it is therefore denied.

With respect to the date upon which the scale herein shall become effective, I can find no adequate reason for making the scale retroactive and decide that the foregoing scale shall become effective on the first day of the fiscal week in each office following the date of this award, which date is hereby declared to be December 15, 1923.

¹ This decision was noted in the MONTHLY LABOR REVIEW for July, 1923, pp. 131-132.

The number of hours remains the same: Day shifts, 44 hours; night shifts, 40 hours; third shifts, 35 hours. Day shifts work eight hours a day, with a Saturday half holiday. The other two shifts work five nights a week. The agreement is for one year and expires September 30, 1924. Previous arbitration awards affecting these groups were published in the MONTHLY LABOR REVIEW for March, 1921 (pp. 81-83) and January, 1922 (p. 154).

Shoe Industry.

Brockton, Mass.

BY MUTUAL agreement between the Brockton Shoe Manufacturers' Association and Joint Council No. 1 of the Boot and Shoe Workers' Union representing 12,000 shoe workers, the wage scale in effect prior to the 10 per cent reduction in piece prices made in March, 1922, by the Massachusetts Board of Arbitration and Conciliation¹ was restored and became effective on all goods manufactured after October 14, 1923. The increased scale will remain effective for one year and thereafter until changed by mutual agreement or arbitration. New operations or new conditions during this period are to be adjusted in accordance with the provisions of the contract.

Haverhill, Mass.

A FIVE-YEAR working agreement, effective December 19, 1923, between the Haverhill Shoe Manufacturers' Association and the Shoe Workers' Protective Union gives reasonable assurance of peace in that market by its provision, for the life of the agreement, for a permanent arbitration board to settle disputes which may arise in the Haverhill shoe industry.

The contract calls for the closed shop, and for a 5-day week of 45 hours for the 6 months June to November. During the remaining 6 months the week will consist of 5½ days of 48 hours. By this provision Saturday morning work is restored for the 6 months beginning with December. Its restoration during September, October, and November is optional with the local agent. There is to be no Saturday work during the summer months. Granting of overtime hours, within legal limits, is optional with the local agent. The provisions prohibiting strikes, lockouts, or cessation of work and providing for overtime pay at regular rates are not arbitrable.

Lay-off of members of the crew during slack periods is prohibited and available work is to be distributed as equally as possible. Shop committees have full privileges to perform their official duties. The matter of work in the shop by office forces, foremen, etc., often cause for dissatisfaction, is disposed of as follows:

4. The provisions of this agreement shall not apply to work performed by office forces, salesmen, superintendents and foremen, foreladies, assistant foremen, assistant foreladies, not to exceed three persons in any one department, one of whom may be designated as a shipper, unless the production of such department exceeds 1,200 pair daily when a greater number of assistants in proportion to the

¹ Noted in MONTHLY LABOR REVIEW for May, 1922, p. 127.

work required may be had; machinists who do no work on shoes, engineers and other persons employed by the manufacturers in executive, managerial, or administrative capacities and persons holding such positions need not be members of the union.

During their spare time, but not amounting to more than half their time, superintendents, foremen, foreladies, assistant foremen, and assistant foreladies may be employed to a reasonable extent in working on shoes in any of the departments without being members of the union. Any claim of the union that the designation of any employee as one holding such a position is a pretext or that any such person is to an unreasonable extent employed or engaged as a shoe-worker, if not adjusted with the union, shall be referred to arbitration.

Manufacturers, including in cases of corporations, officers, may work on shoes in any of the departments of the business without being members of the union.

All controversies between the parties to the agreement are subject to adjustment by a board of arbitration, consisting of three members, one appointed by the manager of the association, one by the general agent of the union, and the third, the neutral member, chosen jointly. Upon a failure to agree upon the third member he is chosen by a citizen committee the personnel of which is named in the contract. In case either party fails to name its member within three secular days after written notice business may be transacted by the two remaining members, and in case of their disagreement the decision of the neutral member is final.

The board may summon witnesses and conduct a full investigation of all matters in dispute. Majority decision of the board is final and binding. Power to determine the manner of conducting hearings and the nature and character of evidence rests with the board. Decisions of the board will, as far as possible, become effective as of the date of the original submission, and the same matter can not be brought before the board again within six months from the date of decision.

Should either party refuse to arbitrate any controversy under the provisions of this agreement and such provisions for legal reasons can not be enforced, the parties agree to submit such controversy, as far as possible under the terms and conditions of the agreement, to the State board of arbitration (under provisions of chapter 251 of the General Laws) for decision.

Submission to the board may be made by either party at any time, in writing, and written notice describing briefly the matter in controversy must be given the other party. Hearings must be held within three secular days after reference to the board. The board may order production before it of any shoes, machinery, or materials which it deems relevant to any matter in controversy.

The expenses of the board, such as the salary and expenses of the neutral member and disbursements for clerical and other services incurred by the board, are to be borne equally by the association and the union.

In the pursuance of his official duties the business agent of the union, after notice to the office or the foreman of the department visited, may have access to the shops under his jurisdiction. The board or any member thereof may have access to the department involved, with or without the business agent of the local involved, to investigate the subject matter in any controversy.

The agreement is to remain in effect until December 31, 1928, unless either party should wish to alter, amend, or annul it, in which

case written notice must be given on or before September 1, 1925. In any case it is to remain in full force and effect until December 31, 1925.

Mr. Edwin Newdick has been chosen neutral arbitrator by the citizens' committee named in the contract.

Telephone Industry—Herrin, Ill.

A BOARD of arbitration was appointed to decide the dispute which caused a strike last October of the operators of the Murphysboro Telephone Co. at Herrin and Royalton, Ill., when certain points of the working contract for the ensuing year could not be agreed upon.

In its decision effective November 1, 1923, the board called attention to the obligation of both employer and employees to respect their contract. Upon the assumption that the increased wage will result in increased telephone rates if the telephone company is to receive a fair return upon its investment, the board granted a 20 per cent flat increase in wages to apply to all operators of six months' service in the company's Herrin exchange.

It was further decided that since the purpose of the school of instruction is to develop speed and accuracy, operators who are expected to attend the school of instruction one night a month should be compensated at the rate of straight time for all time required in attendance. The agreement signed as a result of this decision and effective for one year, or thereafter until either party gives 30 days' notice of desire to change, provides for a closed shop and for the following rates of pay:

Herrin Exchange.

Supervisor.....	\$90. 00
Toll operator.....	90. 00
Assistant toll operator.....	81. 00
Local operator.....	75. 00
New operator, first three months.....	45. 00
New operator, second three months.....	52. 50
Night operator.....	90. 00
Experienced relief operator.....	75. 00

Royalton Exchange.

Chief operator.....	\$60. 00
Local operator.....	37. 50

Under the terms of this contract day operators work 8 and night operators 10 hours per day. Overtime is paid for at the rate of time and a half. Day operators have every other Sunday off, with full time, and night operators have one night off every two weeks, for which no deduction is made in their monthly pay. Seniority governs promotion, vacations, and choice of hours. Each operator is entitled to one half-day vacation for each month she is in the service prior to June 1. Discrimination against operators because of union membership is forbidden. The chief operator is excluded from the organization, except where she performs work at the switchboard.

A joint adjustment board of six members is established, composed of three union members of the operating force and three officials designated by the company. Operators have the right of appeal, either in person or through representatives, to the adjustment board, upon failure to reach satisfactory adjustment with the chief operator. Right of hearing within seven days is guaranteed, and the adjustment board must investigate, consider, and decide upon the case within seven days from the date of reference. Should the adjustment board fail to agree, provision is made for an arbitration board of five persons, two each chosen by the two parties, these four to select a fifth and disinterested member. The decision of this board is final and binding.

Truckmen—New York, N. Y.

A TWO-YEAR agreement entered into September 30, 1923, between the International Brotherhood of Teamsters, etc., Locals Nos. 807 and 282 of New York and the Merchant Truckmen's Bureau of that city provides for a 9-hour day at a minimum wage of \$40 per week for drivers of four-horse trucks, \$38 for drivers of three-horse trucks, \$36 for drivers of two-horse trucks, and \$34 for drivers of one-horse trucks, with \$1 increase for windlass trucks and night chauffeurs and teamsters; two-horse small delivery wagon drivers, \$35 per week, and one-horse small delivery wagon drivers, \$33; chauffeurs of five-ton motor trucks, \$40, of four-ton motor trucks, \$39, of three-ton motor trucks, \$38, of two-ton motor trucks, \$37, of one-ton motor-trucks, \$36, and of motor trucks of over five tons \$1 a ton extra, overtime to be at the rate of \$1 per hour, with 10 holidays a year. The new scale is an increase of \$5 per week over the scale of 1923.

EMPLOYMENT AND UNEMPLOYMENT.

Employment in Selected Industries in January, 1924.

EMPLOYMENT in the United States decreased 0.9 per cent in January, as shown by figures presented herewith. These figures are based on reports from 7,849 establishments in 52 manufacturing industries, covering 2,552,742 employees, whose total earnings during one week in January were \$65,481,467. The same establishments in December reported 2,575,172 employees and total pay rolls of \$68,850,028. Therefore, in addition to the decrease in employment, there was a decrease of 4.9 per cent in pay-roll totals and a decrease of 4.1 per cent in per capita earnings.

The decrease in employment is considerably less than in the preceding month (in December it was 1.5 per cent) despite the seasonal lessening of production for inventory and other purposes. This letting up of production is shown by the greater decrease in pay-roll totals (January 4.9 per cent and December, 1.7 per cent).

An unweighted chain index of employment for the last eight months reads: June, 100; July, 98; August, 98; September, 98; October, 98; November, 97; December, 96; and January, 95.

Comparing data from identical establishments for December and January, increases of employment in January are shown in 18 of the 52 industries and increases in total pay rolls in 10 industries.

The women's clothing industry led in increased employment with 10.1 per cent, other seasonal increases being 5.4 per cent in the men's clothing industry and 2.5 per cent in the millinery and lace goods industry. The chewing tobacco industry increased 8.4 per cent, and the automobile, automobile tire, agricultural implement, and iron and steel industries had increases ranging from 4.7 per cent to 2.8 per cent.

In three industries there were very large decreases in employment—stoves, 15.9 per cent; confectionery, 13 per cent; and dyeing and finishing textiles, 10.3 per cent. Both car building and repairing industries, the carriage industry, and the brick, glass, cigar, foundry and machine-shop, and rubber boot industries, all show from 7.7 per cent to 5 per cent decreases in employment.

The two clothing industries had exceptionally large increases in pay-roll totals—women's, 20 per cent, and men's, 10 per cent—while on the other hand, the stove industry had a decrease in pay-roll totals of 23 per cent.

The stove industry was a leader in two rather contradictory groups in January. It not only led in decreased employment and pay-roll totals, but also reported more wage-rate increases—28—than any other industry. The decreases in employment and

earnings were caused generally by a closing for inventory purposes, and in one large establishment by a closing due to "a difference of opinion between unskilled labor and the company."

Considering the industries by groups small gains in employment are shown in the stamped ware, vehicle, and leather groups, while the decreases in the remaining nine groups range from 4.3 per cent in the stone, clay, and glass group to less than one-tenth of 1 per cent in the miscellaneous industries group.

For convenient reference the latest figures available relating to all employees on Class I railroads, excluding executives and officials, drawn from Interstate Commerce reports, are given at the foot of the first and second tables.

COMPARISON OF EMPLOYMENT IN IDENTICAL ESTABLISHMENTS DURING ONE WEEK EACH IN DECEMBER, 1923, AND JANUARY, 1924.

Industry.	Establishments.	Number on pay roll.		Per cent of change.	Amount of pay roll.		Per cent of change.
		December, 1923.	January, 1924.		December, 1923.	January, 1924.	
Food and kindred products.....	831	178,685	173,013	-3.2	\$4,512,401	\$4,284,644	-5.0
Slaughtering and meat packing....	84	95,649	93,136	-2.6	2,402,827	2,265,520	-5.7
Confectionery.....	108	16,659	14,499	-13.0	322,000	276,363	-14.2
Ice cream.....	48	2,627	2,566	-2.3	81,581	78,152	-4.2
Flour.....	286	15,276	15,002	-1.8	403,693	392,246	-2.8
Baking.....	293	41,214	40,364	-2.1	1,065,066	1,046,222	-1.8
Sugar refining, not including beet sugar.....	12	7,260	7,456	+2.7	237,234	226,141	-4.7
Textiles and their products.....	1,486	499,999	495,525	-0.9	10,052,903	9,926,555	-1.3
Cotton goods.....	271	165,798	161,791	-2.4	2,932,205	2,840,752	-3.1
Hosiery and knit goods.....	222	72,487	71,955	-0.7	1,240,684	1,177,077	-5.1
Silk goods.....	217	54,597	54,174	-0.8	1,121,833	1,099,846	-2.0
Woolen and worsted goods.....	162	59,909	58,869	-1.7	1,415,191	1,342,392	-5.1
Carpets.....	19	19,061	18,901	-0.8	504,048	496,396	-1.5
Dyeing and finishing textiles.....	61	23,446	21,022	-10.3	545,765	479,010	-12.2
Clothing, men's.....	210	53,172	56,049	+5.4	1,294,229	1,426,601	+10.2
Shirts and collars.....	93	25,693	25,253	-1.7	383,942	373,012	-2.8
Clothing, women's.....	154	13,517	14,888	+10.1	346,122	416,365	+20.3
Millinery and lace goods.....	77	12,319	12,623	+2.5	268,884	285,104	+6.0
Iron and steel and their products.....	1,387	553,636	548,726	-0.9	16,447,663	15,738,132	-4.3
Iron and steel.....	209	251,762	258,736	+2.8	7,527,118	7,642,923	+1.5
Structural ironwork.....	140	17,519	17,111	-2.3	480,653	458,464	-4.6
Foundry and machine-shop products.....	626	178,251	169,279	-5.0	5,450,044	4,814,656	-11.7
Hardware.....	43	30,385	30,649	+0.9	758,602	749,106	-1.3
Machine tools.....	167	22,907	22,055	-3.7	663,399	634,839	-4.3
Steam fittings and steam and hot-water heating apparatus.....	125	36,357	37,063	+1.9	1,084,099	1,066,009	-1.7
Stoves.....	77	16,455	13,833	-15.9	483,148	372,135	-23.0
Lumber and its remanufactures.....	945	166,409	180,291	+8.3	4,174,253	3,810,523	-8.7
Lumber, sawmills.....	402	107,576	103,450	-3.8	2,277,816	2,053,927	-9.8
Lumber, millwork.....	218	29,252	28,800	-1.5	722,709	674,098	-6.7
Furniture.....	325	49,581	48,041	-3.1	1,173,728	1,062,498	-9.5
Leather and its finished products.....	297	110,545	110,871	+0.3	2,595,386	2,599,712	+0.2
Leather.....	133	27,567	27,649	+0.3	714,931	708,214	-0.9
Boots and shoes, not including rubber.....	164	82,978	83,222	+0.3	1,880,455	1,891,498	+0.6
Paper and printing.....	729	140,844	139,965	-0.6	4,347,366	4,303,967	-1.0
Paper and pulp.....	176	51,543	50,872	-1.3	1,341,206	1,321,219	-1.5
Paper boxes.....	144	15,870	15,229	-4.0	332,545	313,299	-5.8
Printing, book and job.....	208	28,890	29,181	+1.0	967,955	993,277	+2.6
Printing, newspapers.....	201	44,541	44,683	+0.3	1,705,660	1,676,172	-1.7
Chemicals and allied products.....	272	71,950	71,500	-0.6	2,149,916	2,056,515	-4.3
Chemicals.....	87	18,673	18,503	-0.9	499,396	484,015	-3.1
Fertilizers.....	116	8,029	8,153	+1.5	157,826	153,998	-2.4
Petroleum refining.....	69	45,248	44,844	-0.9	1,492,694	1,418,502	-5.0
Stone, clay, and glass products.....	562	93,191	89,222	-4.3	2,501,152	2,364,546	-5.5
Cement.....	73	23,449	22,973	-2.0	685,878	650,568	-5.1
Brick and tile.....	308	22,977	21,480	-6.5	594,765	546,454	-8.1
Pottery.....	49	11,956	11,979	+0.2	327,718	322,800	-1.5
Glass.....	132	34,809	32,790	-5.8	892,791	844,724	-5.4

COMPARISON OF EMPLOYMENT IN IDENTICAL ESTABLISHMENTS DURING ONE WEEK EACH IN DECEMBER, 1923, AND JANUARY, 1924—Concluded.

Industry.	Estab- lish- ments.	Number on pay roll.		Per cent of change.	Amount of pay roll.		Per cent of change.
		Decem- ber, 1923.	January, 1924.		Decem- ber, 1923.	January, 1924.	
Metal products, other than iron and steel.	39	11,940	12,193	+2.1	\$294,044	\$284,917	-3.1
Stamped and enameled ware.	39	11,940	12,193	+2.1	294,044	284,917	-3.1
Tobacco manufactures.	199	39,515	38,419	-2.8	741,975	700,655	-5.6
Tobacco: Chewing and smoking.	34	7,259	7,866	+8.4	123,189	130,360	+5.8
Tobacco: Cigars and cigarettes.	165	32,256	30,553	-5.3	618,786	570,295	-7.8
Vehicles for land transportation.	751	470,952	475,560	+1.0	14,842,471	13,264,903	-10.6
Automobiles.	219	299,951	314,115	+4.7	9,844,947	8,832,433	-10.3
Carriages and wagons.	38	2,666	2,463	-7.6	63,048	59,676	-5.3
Car building and repairing, elec- tric-railroad.	176	17,697	16,333	-7.7	529,945	479,916	-9.4
Car building and repairing, steam- railroad.	318	150,638	142,649	-5.3	4,404,531	3,892,878	-11.6
Miscellaneous industries.	351	217,506	217,457	(1)	6,190,498	6,146,398	-0.7
Agricultural implements.	83	21,496	22,321	+3.8	596,106	609,398	+2.2
Electrical machinery, apparatus, and supplies.	126	101,896	101,050	-0.8	2,949,579	2,893,139	-1.9
Pianos and organs.	26	7,585	7,549	-0.5	236,393	217,916	-7.8
Rubber boots and shoes.	10	19,704	18,709	-5.0	502,990	457,288	-9.1
Automobile tires.	72	41,459	43,094	+3.9	1,219,067	1,280,370	+5.0
Shipbuilding, steel.	34	25,366	24,734	-2.5	686,363	688,287	+0.3
Railroads, Class I							
Nov. 15, 1923.		1,883,081			\$242,626,817		
Dec. 15, 1923.		1,777,325		-5.6	\$227,595,296		-6.2

¹ Decrease less than one-tenth of 1 per cent.² Amount of pay roll for one month.

Reports are available from 4,121 establishments in 43 industries for a comparison between January, 1923, and January, 1924. These reports from identical establishments show an increase in the 12-month interval of 1.3 per cent in the number of employees, an increase of 6.8 per cent in total wages, and an increase of 5.5 per cent in per capita earnings.

There were gains in employment in 16 of the 43 industries and increase in pay-roll totals in 25 industries.

The automobile industry gained 26 per cent both in employment and pay-roll totals, while the pottery, electrical machinery, and piano industries also show substantial gains in both items.

Three industries—dyeing and finishing textiles, automobile tires, and steam-railroad car building—show considerable loss both in employment and earnings.

Considering the industries by groups, 5 of the 12 groups are shown to have gained in employment during the 12 months, while 8 gained in pay-roll totals. The largest gain in employment, as in December, was 15 per cent in the vehicle group, entirely due to the automobile industry. The other gains were considerably smaller, the food group leading with 4 per cent. The vehicle group led in increased pay rolls with 16 per cent. The iron and steel group decreased 0.6 per cent in employment during the period and gained 6.1 in pay-roll totals, while the textile group decreased 4.7 in employment and 1.6 per cent in pay-roll totals.

COMPARISON OF EMPLOYMENT IN IDENTICAL ESTABLISHMENTS DURING ONE WEEK EACH IN JANUARY, 1923, AND JANUARY, 1924.

Industry.	Estab- lish- ments.	Number on pay roll.		Per cent of change.	Amount of pay roll.		Per cent of change.
		January, 1923.	January, 1924.		January, 1923.	January, 1924.	
Food and kindred products.....	303	117,464	120,548	+2.6	\$2,753,412	\$3,020,937	+9.5
Slaughtering and meat packing....	76	86,895	88,316	+1.6	1,989,575	2,151,438	+8.1
Flour.....	92	7,217	7,253	+0.5	178,234	193,650	+8.6
Baking.....	135	23,352	24,979	+7.0	591,003	675,849	+14.2
Textiles and their products.....	924	371,441	354,118	-4.7	7,542,669	7,419,464	-1.6
Cotton goods.....	139	110,573	104,521	-5.5	1,908,752	1,914,802	+0.3
Hosiery and knit goods.....	134	46,200	44,584	-3.5	779,054	775,210	-0.5
Silk goods.....	106	36,001	34,482	-4.2	696,323	718,536	+3.2
Woolen and worsted goods.....	144	58,059	55,726	-4.0	1,297,891	1,278,720	-1.5
Carpets.....	18	17,374	17,886	+2.9	467,460	460,990	-1.4
Dyeing and finishing textiles.....	29	14,295	11,584	-19.0	317,044	268,176	-15.4
Clothing, men's.....	142	46,563	45,581	-2.1	1,233,325	1,212,474	-1.7
Shirts and collars.....	75	24,280	22,414	-7.7	359,028	324,439	-9.6
Clothing, women's.....	100	11,500	10,883	-5.4	342,350	317,053	-7.4
Millinery and lace goods.....	37	6,596	6,457	-2.1	141,433	149,064	+5.4
Iron and steel and their products....	464	342,604	340,397	-0.6	9,282,085	9,848,126	+6.1
Iron and steel.....	168	212,848	221,844	+4.2	5,832,503	6,474,901	+11.0
Foundry and machine-shop prod- ucts.....	221	98,744	88,537	-10.3	2,730,918	2,577,453	-5.6
Hardware.....	33	21,365	21,667	+1.4	467,331	550,678	+17.8
Stoves.....	42	9,647	8,349	-13.5	251,333	245,094	-2.5
Lumber and its remanufactures.....	493	104,751	106,405	+1.6	2,121,829	2,299,755	+8.4
Lumber, sawmills.....	184	55,713	57,970	+4.1	1,014,586	1,154,072	+13.7
Lumber, millwork.....	161	22,480	22,851	+1.7	512,926	552,666	+7.7
Furniture.....	148	26,558	25,584	-3.7	594,317	593,017	-0.2
Leather and its finished products....	271	115,456	106,097	-8.1	2,648,611	2,494,906	-5.8
Leather.....	122	29,109	26,230	-9.9	676,532	675,257	-0.2
Boots and shoes, not including rubber.....	149	86,347	79,867	-7.5	1,972,079	1,819,640	-7.7
Paper and printing.....	500	105,401	109,620	+4.0	3,044,162	3,340,395	+9.7
Paper and pulp.....	151	42,805	42,504	-0.7	1,067,241	1,117,034	+4.7
Paper boxes.....	113	13,043	13,288	+1.9	257,550	280,711	+9.0
Printing, book and job.....	104	19,087	20,410	+6.9	643,000	721,563	+12.2
Printing, newspapers.....	132	30,466	33,418	+9.7	1,076,371	1,221,087	+13.4
Chemicals and allied products.....	164	56,865	54,823	-3.6	1,602,902	1,582,441	-1.3
Chemicals.....	69	13,504	13,231	-2.0	320,718	340,215	+6.1
Fertilizers.....	58	5,015	4,708	-6.1	76,377	82,355	+7.8
Petroleum refining.....	37	38,346	36,884	-3.8	1,205,807	1,159,871	-3.8
Stone, clay, and glass products.....	268	44,795	45,378	+1.3	1,072,652	1,219,357	+13.7
Brick and tile.....	154	11,853	12,382	+4.5	281,216	333,463	+18.6
Pottery.....	29	7,511	8,641	+15.0	174,522	233,148	+33.6
Glass.....	85	25,431	24,355	-4.2	616,914	652,746	+5.8
Metal products, other than iron and steel.....	29	9,736	9,310	-4.4	207,024	210,101	+1.5
Stamped and enameled ware.....	29	9,736	9,310	-4.4	207,024	210,101	+1.5
Tobacco manufactures.....	140	29,366	28,105	-4.3	521,721	520,832	-0.2
Tobacco: Chewing and smoking....	11	1,901	1,878	-1.2	32,378	33,969	+4.9
Tobacco: Cigars and cigarettes.....	129	27,465	26,227	-4.5	489,343	486,863	-0.5
Vehicles for land transportation....	328	315,274	363,311	+15.2	8,708,542	10,140,566	+16.4
Automobiles.....	180	229,023	289,176	+26.3	6,471,872	8,159,216	+26.1
Carriages and wagons.....	32	2,445	2,047	-16.3	53,008	48,104	-9.3
Car building and repairing, steam- railroad.....	116	83,806	72,088	-14.0	2,183,662	1,933,246	-11.5
Miscellaneous industries.....	237	158,472	155,709	-1.7	4,077,094	4,471,599	+9.7
Agricultural implements.....	55	19,493	19,126	-1.9	479,446	534,602	+11.5
Electrical machinery, apparatus, and supplies.....	84	69,664	77,658	+11.5	1,727,295	2,223,041	+28.7
Pianos and organs.....	17	5,707	6,281	+10.1	146,840	187,723	+27.8
Automobile tires.....	60	43,429	36,130	-16.8	1,215,121	1,061,016	-12.7
Shipbuilding, steel.....	21	20,179	16,514	-18.2	508,392	465,217	-8.5
Railroads, Class I { December 15, 1922		1,772,553			\$240,964,277		
{ December 15, 1923		1,777,325		+0.3	\$227,595,296		-5.5

¹ Amount of pay roll for one month.

Per capita earnings increased in January as compared with December in only 10 of the 52 industries here considered, the three largest increases being 9.2 per cent in the women's clothing industry, 4.6 per cent in the men's clothing industry, and 3.5 per cent in the

millinery industry—all seasonal changes. The one very large decrease was 14.3 per cent in the automobile industry, followed by 8.4 per cent in the stove industry, and 7 per cent in the piano, sugar refining, and foundry and machine shop industries.

Comparing per capita earnings in January, 1924, with January, 1923, increases are shown in 37 of the 43 industries for which data are available. The largest increases were 16 per cent in the hardware, piano, and pottery industries, followed by 15.5 per cent in electrical machinery and 14.8 in the fertilizer industry.

COMPARISON OF PER CAPITA EARNINGS: JANUARY, 1924, WITH DECEMBER, 1923, AND JANUARY, 1923.

Industry.	Per cent of change, January, 1924, compared with—		Industry.	Per cent of change, January, 1924, compared with—	
	December, 1923.	January, 1923.		December, 1923.	January, 1923.
Clothing, women's.....	+9.2	-2.1	Dyeing and finishing textiles.....	-2.1	+4.4
Clothing, men's.....	+4.6	+0.4	Hardware.....	-2.1	+16.2
Millinery and lace goods.....	+3.5	+7.7	Chemicals.....	-2.2	+8.3
Shipbuilding, steel.....	+2.8	+11.8	Tobacco: Chewing and smoking.....	-2.4	+6.2
Carriages and wagons.....	+2.5	+8.4	Structural ironwork.....	-2.4	.....
Printing, book and job.....	+1.6	+4.9	Carpets.....	-2.7	-4.2
Automobile tires.....	+1.1	+5.0	Tobacco: Cigars and cigarettes.....	-2.7	+4.2
Glass.....	+0.4	+10.5	Cement.....	-3.2	.....
Baking.....	+0.3	+6.8	Slaughtering and meat packing.....	-3.2	+6.4
Boots and shoes, not including rubber.....	+0.3	-0.3	Woolen and worsted goods.....	-3.5	+2.7
Paper and pulp.....	-0.2	+5.4	Steam fittings and steam and hot-water heating apparatus.....	-3.6	.....
Machine tools.....	-0.6	.....	Fertilizers.....	-3.9	+14.8
Cotton goods.....	-0.7	+6.1	Petroleum refining.....	-4.1	(1)
Electrical machinery, apparatus, and supplies.....	-1.1	+15.5	Rubber boots and shoes.....	-4.3	.....
Flour.....	-1.1	+8.1	Hosiery and knit goods.....	-4.4	+3.1
Shirts and collars.....	-1.1	-2.2	Furniture.....	-4.8	+3.6
Iron and steel.....	-1.2	+6.5	Stamped and enameled ware.....	-5.1	+6.2
Leather.....	-1.2	+10.8	Lumber, millwork.....	-5.3	+6.0
Silk goods.....	-1.2	+7.8	Lumber, sawmills.....	-6.2	+9.3
Confectionery.....	-1.4	.....	Car building and repairing, steam-railroad.....	-6.7	+2.9
Agricultural implements.....	-1.6	+13.6	Foundry and machine-shop products.....	-7.0	+5.2
Brick and tile.....	-1.7	+13.5	Sugar refining, not including beet sugar.....	-7.2	.....
Pottery.....	-1.7	+16.1	Pianos and organs.....	-7.4	+16.2
Paper boxes.....	-1.8	+7.0	Stoves.....	-8.4	+12.7
Car building and repairing, electric-railroad.....	-1.9	.....	Automobiles.....	-14.3	-0.1
Ice cream.....	-1.9	.....		
Printing, newspapers.....	-2.0	+3.4			

¹No change.

A total of 6,506 establishments in the 52 industries reported as to their operating time in January. Of these, 71 per cent were on a full-time schedule, 26 per cent on a part-time schedule, and 3 per cent were idle. This is a decrease of 4 per cent in full-time operation as compared with the report for December.

Only 48 per cent of the establishments working full-time also reported full-capacity operation; 33 per cent reported part-capacity operation; and 20 per cent failed to report as to capacity operation. This represents a decrease of 4 per cent in the proportion of establishments reporting full-capacity operation.

There was a further decrease in the number of establishments in the iron and steel industry working full-time, from 57 per cent in

December to 55 in January. However, as the number of employees in this industry increased 2.8 per cent in the month's period, it is probable that the decrease in full-time operation was largely due to inventory taking and other seasonal causes, especially as reports in the press would indicate an increase of business in this industry.

FULL AND PART TIME OPERATION IN MANUFACTURING ESTABLISHMENTS IN JANUARY, 1924.

Industry.	Establishments reporting.				Industry.	Establishments reporting.			
	Total.	Per cent operating full time.	Per cent operating part time.	Per cent idle.		Total.	Per cent operating full time.	Per cent operating part time.	Per cent idle.
Food and kindred products:					Paper and printing:				
Slaughtering and meat packing.....	65	92	6	2	Paper and pulp.....	138	51	44	5
Confectionery.....	81	65	35	.....	Paper boxes.....	118	80	19	1
Ice cream.....	38	82	16	3	Printing, book and job.	175	93	6	1
Flour.....	258	39	60	1	Printing, newspaper.....	136	100	.....	.....
Baking.....	236	88	12	.....	Chemicals and allied products:				
Sugar refining, not including beet sugar.....	9	22	33	44	Chemicals.....	62	92	8	.....
Textiles and their products:					Fertilizers.....	107	36	57	7
Cotton goods.....	256	76	23	(¹)	Petroleum refining.....	43	95	2	2
Hosiery and knit goods.	172	74	25	1	Stone, clay, and glass products:				
Silk goods.....	183	62	37	1	Cement.....	62	71	19	10
Woolen and worsted goods.....	153	74	26	.....	Brick and tile.....	244	55	29	16
Carpets.....	13	69	31	.....	Pottery.....	43	74	26	.....
Dyeing and finishing textiles.....	87	61	39	.....	Glass.....	120	68	18	14
Clothing, men's.....	146	63	32	5	Metal products other than iron and steel:				
Shirts and collars.....	58	74	26	.....	Stamped and enameled ware.....	31	84	16	.....
Clothing, women's.....	89	75	20	4	Tobacco manufactures:				
Millinery and lace goods.....	51	65	35	.....	Tobacco: Chewing and smoking.....	32	60	38	3
Iron and steel and their products:					Tobacco: Cigars and cigarettes.....	124	65	27	7
Iron and steel.....	187	55	36	9	Vehicles for land transportation:				
Structural ironwork.....	119	86	13	1	Automobiles.....	183	67	32	1
Foundry and machine-shop products.....	536	73	27	(¹)	Carriages and wagons.....	34	59	29	12
Hardware.....	39	87	13	.....	Car building and repairing, electric-railroad.....	156	92	8	.....
Machine tools.....	151	81	17	2	Car building and repairing, steam-railroad.....	279	71	28	2
Steam fittings and steam and hot-water heating apparatus.....	115	73	25	2	Miscellaneous industries:				
Stoves.....	70	53	30	9	Agricultural implements.....	67	75	25	.....
Lumber and its manufactures:					Electrical machinery, apparatus, and supplies.....	103	87	12	1
Lumber, sawmills.....	367	62	32	6	Pianos and organs.....	22	91	5	5
Lumber, millwork.....	177	76	21	3	Rubber boots and shoes.....	5	.....	100	.....
Furniture.....	258	69	29	2	Automobile tires.....	61	56	39	5
Leather and its finished products:					Shipbuilding, steel.....	26	92	8	.....
Leather.....	104	79	18	3					
Boots and shoes, not including rubber.....	137	73	26	1					

¹ Less than one-half of one per cent.

The following table expands the full-time reports of one-half of the industries:

Industry.	Establishments operating full-time—				Industry.	Establishments operating full-time—			
	And full capacity.	And part capacity.	But not reporting as to capacity	Total.		And full capacity.	And part capacity.	But not reporting as to capacity	Total.
Flour.....	47	36	17	100	Paper and pulp.....	46	12	13	71
Cotton goods.....	144	26	25	195	Paper boxes.....	39	38	17	94
Hosiery and knit goods..	70	43	15	128	Book and job printing...	59	58	46	163
Silk goods.....	50	60	3	113	Fertilizers.....	12	24	3	39
Woolen and worsted goods.....	58	48	7	113	Cement.....	30	11	3	44
Men's clothing.....	33	38	21	92	Brick and tile.....	84	28	22	134
Women's clothing.....	26	20	21	67	Pottery.....	20	6	6	32
Iron and steel.....	45	47	11	103	Glass.....	38	29	15	82
Foundry and machine-shop products.....	129	195	66	390	Cigars and cigarettes.....	33	26	22	81
Machine tools.....	23	79	21	123	Automobiles.....	61	42	20	123
Sawmills.....	163	33	33	229	Steam-railroad car building and repairing.....	115	48	34	197
Furniture.....	97	42	40	179	Agricultural implements.....	12	22	16	50
Leather.....	18	47	17	82	Electrical machinery, apparatus, and supplies..	29	33	28	90
Boots and shoes.....	44	32	24	100					

During the month ending January 15, wage-rate increases were reported by 110 establishments in 28 of the 52 industries, while decreases in wage rates were reported by 48 establishments in 17 industries.

The increases in rates averaged 8.2 per cent and affected 7,019 employees, or 30 per cent of the employees in the establishments concerned.

The decreases in rates averaged 6.7 per cent and affected 8,324 employees, or 59 per cent of the employees in the establishments concerned.

The total number of employees affected by either the increases or decreases was one-half of 1 per cent of the total number of employees in January in all establishments reporting for the 52 industries.

In two industries there were rather general increases in rates, 28 establishments in the stove industry and 22 establishments in the book and job printing industry reporting increases, while in the iron and steel industry 15 establishments reported decreases in rates.

WAGE ADJUSTMENT OCCURRING BETWEEN DECEMBER 15, 1923, AND JANUARY 15, 1924.

Industry.	Establishments.		Amount of increase.		Employees affected.		
	Total number reporting.	Number reporting increases.	Range.	Average.	Total number.	Per cent of employees.	
						In establishments reporting increases.	In all establishments reporting.
Food and kindred products:			<i>Per cent.</i>	<i>Per cent.</i>			
Slaughtering and meat packing.....	84	2	4-6	5.6	188	7.6	0.2
Confectionery.....	108	2	5-20	8.6	27	17.5	.2
Ice cream.....	48	(¹)					
Flour.....	286	(¹)					
Baking.....	293	2	5-9	5.7	12	12.0	(²)
Sugar refining, not including beet sugar..	12	(¹)					
Textiles and their products:							
Cotton goods.....	271	(³)					
Hosiery and knit goods.....	222	4 ¹	10	10.0	25	71.4	(³)
Silk goods.....	217	(⁵)					
Woolen and worsted goods.....	162	2	6-12.5	7.9	45	12.3	.1
Carpets.....	19	(¹)					
Dyeing and finishing textiles.....	61	(¹)					
Clothing, men's.....	210	6 ¹	5	5.0	5	14.3	(²)
Shirts and collars.....	93	(¹)					
Clothing, women's.....	154	2	4-25	14.9	12	10.6	.1
Millinery and lace goods.....	77	1	10	10.0	20	41.7	.2
Iron and steel and their products:							
Iron and steel.....	209	(⁷)					
Structural ironwork.....	140	(⁸)					
Foundry and machine-shop products.....	626	9 ⁷	5-15	9.7	292	18.0	.2
Hardware.....	43	(¹)					
Machine tools.....	167	10 ²	5-10	5.7	7	10.9	(²)
Steam fittings and steam and hot-water heating apparatus.....	125	11 ⁶	5-15	8.7	252	30.7	.7
Stoves.....	77	28	7-10	9.9	2,872	56.1	20.8
Lumber and its remanufactures:							
Lumber, sawmills.....	402	12 ¹	5	5.0	50	25.0	(²)
Lumber, millwork.....	218	13 ⁴	5-10	6.5	132	17.6	.5
Furniture.....	325	(¹)					
Leather and its finished products:							
Leather.....	133	1	16.3	16.3	6	7.7	(²)
Boots and shoes, not including rubber...	164	1	14	14.0	40	14.0	(²)
Paper and printing:							
Paper and pulp.....	176	(¹⁴)					
Paper boxes.....	144	4	5-10	7.7	55	10.9	.4
Printing, book and job.....	208	22	4-10	6.1	1,395	22.9	4.8
Printing, newspapers.....	201	8	2.5-11.5	8.6	795	33.2	1.8
Chemicals and allied products:							
Chemicals.....	87	1	8.5	8.5	31	8.5	.2
Fertilizers.....	116	(¹⁵)					
Petroleum refining.....	69	(¹)					
Stone, clay, and glass products:							
Cement.....	73	(¹⁶)					
Brick and tile.....	308	17 ¹	5	5.0	20	31.0	.1
Pottery.....	49	(¹)					
Class.....	132	(¹)					
Metal products, other than iron and steel:							
Stamped and enameled ware.....	39	(¹)					

¹ No wage change reported.² Less than one-tenth of 1 per cent.³ One establishment decreased the rates of its 160 employees 10 per cent.⁴ Also, 2 establishments decreased the rates of 1,085 of their 1,122 employees 9.5 per cent.⁵ One establishment decreased the rates of 43 of its 169 employees 16.7 per cent.⁶ Also, 2 establishments decreased the rates of their 89 employees 7 per cent.⁷ Fifteen establishments decreased the rates of 2,947 of their 5,988 employees 2.3 per cent.⁸ One establishment decreased the rates of its 200 employees 1 per cent.⁹ Also, 4 establishments decreased the rates of 388 of their 1,401 employees 9.2 per cent.¹⁰ Also, 2 establishments decreased the rates of 8 of their 98 employees 7.5 per cent.¹¹ Also, 1 establishment decreased the rates of 100 of its 251 employees 12.5 per cent.¹² Also, 3 establishments decreased the rates of 1,022 of their 1,082 employees 10.1 per cent.¹³ Also, 2 establishments decreased the rates of 73 of their 194 employees 7.5 per cent.¹⁴ Two establishments decreased the rates of 708 of their 1,102 employees 9.2 per cent.¹⁵ Four establishments decreased the rates of 469 of their 729 employees 7.5 per cent.¹⁶ One establishment decreased the rates of its 425 employees 12 per cent.¹⁷ Also, 4 establishments decreased the rates of 119 of their 196 employees 15.9 per cent.

WAGE ADJUSTMENT OCCURRING BETWEEN DECEMBER 15, 1923, AND JANUARY 15, 1924—Concluded.

Industry.	Establishments.		Amount of increase.		Employees affected.		
	Total number reporting.	Number reporting increases.	Range.	Average.	Total number.	Per cent of employees.	
Tobacco manufactures:			<i>Per cent</i>	<i>Per cent.</i>			
Tobacco: Chewing and smoking.....	34	1	10	10.0	94	100.0	1.2
Tobacco: Cigars and cigarettes.....	165	1	7	7.0	30	62.5	.1
Vehicles for land transportation							
Automobiles.....	219	2	6-10	9.5	80	11.6	(²)
Carriages and wagons.....	38	1	5	5.0	9	100.0	.4
Car building and repairing, electric-R. R.	176	3	2-8	3.8	489	94.8	3.0
Car building and repairing, steam-R. R.	318	(¹)					
Miscellaneous industries:							
Agricultural implements.....	83	(¹)					
Electrical machinery, apparatus, and supplies.....	126	2	9	9.0	22	15.9	(²)
Pianos and organs.....	26	(¹)					
Rubber boots and shoes.....	10	(¹)					
Automobile tires.....	72	(¹⁸)					
Shipbuilding, steel.....	34	¹⁹ 1	12.5	12.5	14	8.0	.1

¹ No wage change reported.² Less than one-tenth of 1 per cent.¹⁸ Two establishments decreased the rates of 88 of their 345 employees 7.2 per cent.¹⁹ Also, 1 establishment decreased the rates of 400 of its 525 employees 5.3 per cent.

Employment and Earnings of Railroad Employees, December, 1922, and November and December, 1923.

THE following table shows the number of employees and the earnings in various occupations among railroad employees in December, 1923, in comparison with employment and earnings in November, 1923, and December, 1922.

The figures are for Class I roads—that is, all roads having operating revenues of \$1,000,000 a year and over.

COMPARISON OF EMPLOYMENT AND EARNINGS OF RAILROAD EMPLOYEES IN DECEMBER, 1923, WITH THOSE OF NOVEMBER, 1923, AND DECEMBER, 1922.

[From monthly reports of Interstate Commerce Commission. As data for only the more important occupations are shown separately, the group totals are not the sum of the items under the respective groups.]

Month and year.	Professional, clerical, and general.			Maintenance of way and structures.		
	Clerks.	Stenographers and typists.	Total for group.	Laborers (extra gang and work train).	Track and roadway section laborers.	Total for group.
<i>Number of employees at middle of month.</i>						
December, 1922.....	167,989	24,538	281,324	36,345	175,955	336,672
November, 1923.....	174,480	25,649	289,967	62,056	210,071	409,819
December, 1923.....	172,324	25,468	287,201	47,306	178,754	355,756
<i>Total earnings.</i>						
December, 1922.....	\$20,792,662	\$2,850,009	\$36,745,836	\$2,503,090	\$11,883,581	\$29,335,680
November, 1923.....	22,093,350	3,055,590	38,601,688	4,626,250	14,551,181	36,157,078
December, 1923.....	21,727,440	3,035,209	36,224,512	3,280,322	12,214,033	31,273,631

COMPARISON OF EMPLOYMENT AND EARNINGS OF RAILROAD EMPLOYEES IN DECEMBER, 1923, WITH THOSE OF NOVEMBER, 1923, AND DECEMBER, 1922—Con.

Month and year.	Maintenance of equipment and stores.					
	Carmen.	Machinists.	Skilled trade helpers.	Laborers (shops, engine houses, power plants, and stores).	Common laborers (shops, engine houses, power plants, and stores).	Total for group.
Number of employees at middle of month.						
December, 1922.....	133,674	65,359	135,871	51,341	61,190	574,259
November, 1923.....	135,974	68,552	132,269	49,992	66,480	590,229
December, 1923.....	127,069	65,298	123,827	48,902	61,229	559,331
Total earnings.						
December, 1922.....	\$19,225,517	\$11,684,552	\$15,842,979	\$5,090,296	\$4,951,332	\$77,476,636
November, 1923.....	18,631,758	10,344,390	13,664,377	4,744,959	5,225,699	73,130,059
December, 1923.....	16,902,697	9,505,053	12,495,665	4,689,811	4,754,659	67,913,745
Transportation other than train and yard.						Transportation (yard-masters, switch tenders, and hostlers).
Station agents.	Telegraphers, telephoners, and towermen.	Truckers (stations, warehouses, and platforms).	Crossing and bridge flagmen and gatemen.	Total for group.		
Number of employees at middle of month.						
December, 1922.....	31,502	27,519	42,109	21,693	212,707	25,849
November, 1923.....	31,579	27,842	43,095	23,012	218,074	26,486
December, 1923.....	31,662	27,435	41,051	22,969	213,131	25,893
Total earnings.						
December, 1922.....	\$4,721,556	\$4,059,998	\$3,673,806	\$1,562,170	\$25,039,483	\$4,639,848
November, 1923.....	4,657,447	3,932,521	3,927,228	1,713,905	25,575,485	4,582,708
December, 1923.....	4,725,149	3,988,036	3,665,177	1,715,297	25,261,393	4,548,576
Transportation, train, and engine.						
Road conductors.	Road brakemen and flagmen.	Yard brakemen and yard helpers.	Road engineers and motormen.	Road firemen and helpers.	Total for group.	
Number of employees at middle of month.						
December, 1922.....	38,295	79,907	54,785	46,911	49,282	341,751
November, 1923.....	39,261	81,831	56,555	47,245	49,549	348,506
December, 1923.....	37,952	78,761	54,482	45,700	48,038	336,003
Total earnings.						
December, 1922.....	\$9,173,407	\$13,985,498	\$9,185,794	\$12,628,860	\$9,356,228	\$67,726,794
November, 1923.....	8,710,561	13,209,052	9,060,787	11,836,922	8,733,261	64,579,799
December, 1923.....	8,150,406	12,083,903	8,511,439	11,056,653	8,159,307	60,373,439

Extent of Operation of Bituminous Coal Mines, December 29, 1923, to January 26, 1924.

CONTINUING a series of tables which have appeared in previous numbers of the MONTHLY LABOR REVIEW, the accompanying table shows for a large number of coal mines in the bituminous fields the number of mines closed the entire week and the number working certain classified hours per week from December 29, 1923, to January 26, 1924. The number of mines reporting varied each week, and the figures are not given as being a complete presentation of all mines, but are believed fairly to represent the conditions as to regularity of work in the bituminous mines of the country. The mines included in this report ordinarily represent 55 to 60 per cent of the total output of bituminous coal. The week ending January 29 included Christmas day when many mines usually working full time were closed. This accounts for the low figures for that week for the full-time column. The figures are based on data furnished to the Bureau of Labor Statistics by the United States Geological Survey.

WORKING TIME IN THE BITUMINOUS COAL MINES IN THE UNITED STATES, BY WEEKS, DECEMBER 29, 1923 TO JANUARY 26, 1924.

[Prepared by the Bureau of Labor Statistics from data furnished by the United States Geological Survey.]

Week ending—	Number of mines reporting.	Mines—															
		Closed entire week.		Working less than 8 hours.		Working 8 and less than 16 hours.		Working 16 and less than 24 hours.		Working 24 and less than 32 hours.		Working 32 and less than 40 hours.		Working 40 and less than 48 hours.		Working full time of 48 hours or more.	
		No.	Per ct.	No.	Per ct.	No.	Per ct.	No.	Per ct.	No.	Per ct.	No.	Per ct.	No.	Per ct.	No.	Per ct.
1923. Dec. 29.	2,314	918	39.7	58	2.5	293	12.7	391	16.9	341	14.7	198	8.6	111	4.8	14	0.2
1924. Jan. 5...	2,447	883	36.1	44	1.8	168	6.9	300	12.3	354	14.5	345	14.1	278	11.4	75	3.1
Jan. 12...	2,533	843	33.3	21	.8	117	4.6	221	8.7	304	12.0	330	13.0	345	13.6	352	13.9
Jan. 19...	2,494	792	31.8	37	1.5	116	4.7	232	9.3	313	12.6	345	13.8	338	13.6	321	12.9
Jan. 26...	2,435	797	32.7	33	1.4	95	3.9	210	8.6	346	14.2	350	14.4	324	13.3	280	11.5

¹Low figures caused by Christmas Day, when many mines usually working full time were closed.

Annual Report of the Committee of the American Statistical Association on Governmental Labor Statistics.

[Reprinted from the Journal of the American Statistical Association, March, 1924.]

FOLLOWING the last annual meeting at which the committee made a full report on employment statistics, it was continued by the association as a committee on governmental labor statistics, with the enlarged scope which the new name implies. During the year, therefore, we have begun work on plans for the more adequate collection of wage statistics by governmental bureaus. The attention of the committee, however, has been devoted chiefly to employment statistics, since much remains to be done to make them complete

enough to give an accurate picture of the trends of employment in the United States.

By vote of the committee, this report relates to the collection of employment statistics by the Federal Government, and contains our recommendations as to the kind and scope of data needed, and the bureaus which, we believe, should be held responsible for the work.

We would, first, remind the members of the association that this committee was appointed to cooperate with the committee on the business cycle, which was appointed by Secretary Hoover, following the President's Conference on Unemployment. The committee on the business cycle, whose report was published last spring, urged the importance of statistics of employment for the two-fold purpose of showing (1) trends of employment and unemployment as a social condition affecting human beings and their welfare; and (2) trends of production and business activity.

To accomplish this purpose, the committee believes that the data must be (a) periodic; (b) promptly available; (c) national in scope, making possible a national index; (d) inclusive of all important industries of the country, and published separately for them; (e) available for different sections of the country, and for important cities, to reflect possible variation in different localities; and (f) simple in form, to make possible prompt and general reporting.

Specifically in line with these general requirements, the committee recommends (a) that the data asked for be, as at present, the total number on the pay roll, and the total wages paid on the pay day nearest the 15th of the month; (b) that these two facts be reported monthly; (c) that the industries included, as listed by the committee—gauged by importance as a measure of economic activity, and feasibility of reporting—be (1) manufacturing in its main industrial divisions, (2) mining and quarrying, (3) communication, (4) building construction, (5) wholesale trade, and (6) retail trade, (7) logging, and (8) agriculture.

It seems unnecessary to comment on these recommendations as they were fully discussed at the meeting in Chicago last December. At this time it seems to us vital that the association should take definite action regarding a unified plan of collection, designating the bureaus in the Federal Government which should be responsible for the national index, their relation to each other, and to the State bureaus of labor statistics. In making these recommendations, it must be borne in mind that statistics of employment have been collected for the past 10 years, and that a feasible plan must have the sanction of this past experience, and must, also, be related to the present organization of governmental services. It seems hardly necessary to point out how great is the need for a better organization of the statistical services in the Federal Government than now exists, since the present confusion and duplication between departments not only cause waste but result in giving to the public fragmentary information. The committee on governmental labor statistics has adopted an opportunistic policy and makes its recommendations to fit as effectively as possible the present scheme of organization. It should be remembered that in any effort to centralize statistics in a single governmental bureau, we face the difficulty that statistics which are needed in the administrative routine of a department can,

perhaps, be most effectively gathered by that department even though theoretically, as a statistical service, it belongs elsewhere. Our recommendations, the majority of which constitute a record of present practice, are as follows:

(1) As between the States and the Federal Government, we would put the initial responsibility for the collection of employment statistics upon each State. Each State needs to include a larger number of establishments in its own area to reflect its industrial activities than the Federal Government needs from the same area for a national index. It seems logical and efficient, therefore, for each State to collect the data and to send to the Federal Government such portion of its returns as may be needed for a national index. This plan is now in operation in New York, Wisconsin, Illinois, Massachusetts, and Maryland.

(2) That the Federal Bureau of Labor Statistics continue to be the coordinating center to receive the reports from all the States now collecting these statistics, to stimulate other States to join in the plan, and, in the meantime, to collect as it now does the data from establishments not located within a State now collecting them, and that the bureau as rapidly as possible extend the scope of its employment statistics beyond manufacturing, notably to include the building trades which seem unlikely to be covered by other departments.

(3) That the Geological Survey add to the reports which it now receives about coal mining, the necessary questions regarding employment, and earnings in mining and quarrying, and that the results be reported promptly once a month to the Bureau of Labor Statistics.

(4) That the Interstate Commerce Commission continue to send to the Bureau of Labor Statistics the data regarding employment on the railroads.

(5) That the Federal Reserve Board and banks be urged to include statistics of employment in retail and wholesale trade in the questionnaires now received by Federal reserve banks from retail and wholesale trade, and to report these to the Bureau of Labor Statistics except in those States in which the bureaus of labor statistics are now collecting the data, or will in the future undertake it. In these States the State bureau of labor statistics should make a report on employment in retail and wholesale trade to the Federal reserve bank of the district.

(6) That the Department of Agriculture be urged to carry forward its present plans for experiment in the collection of facts about employment in agricultural districts. The committee recognizes that in agriculture it is impossible to conform to the same methods of reporting which are recommended for manufacturing, since pay-roll data are not available in agriculture. The committee urges that appropriate statistical measurements be developed which will reflect the trend of numbers employed on the farms, and that the information be reported to the Bureau of Labor Statistics and published in connection with pay-roll data, though not necessarily combined with it in a general index.

(7) That in general, wherever a State bureau of labor statistics has undertaken the collection of employment statistics in any industry, the Federal bureau interested in that industry should make the State bureau its agent for the collection of employment statistics, and should not itself collect employment data in that area.

(8) That the Federal Bureau of Labor Statistics be the publisher of a national bulletin of employment in which all employment statistics collected by State or Federal bureaus shall be published promptly, and that as soon as the data justify it, a comprehensive national index of employment be included in it.

(9) That the Bureau of Labor Statistics publish employment data separately for the different sections of the country, possibly adopting the boundaries of the Federal reserve districts.

(10) The adoption of these recommendations would carry with them the equally important, though negative, counsel, that any other department or bureau of the Government should refrain from the collection of employment statistics unless it can have a definite place in this unified plan. This applies to the United States Employment Service, which is now duplicating the work of the Federal bureau. We recognize the need which the United States Employment Service is seeking to meet by collecting data in specified localities for the use of labor exchanges and for other purposes, but we believe that this need can better be met by so equipping the Federal Bureau of Labor Statistics as to enable it to collect and publish the data for these localities. Otherwise business establishments will inevitably be burdened with requests for the same report to be made to different agencies of the Government. There are also some Federal reserve banks which are at present duplicating State work in the collection of employment statistics. Here again the duplication in itself indicates the increasing need for employment statistics, but the need will be much more adequately met in the long run if a unified plan is adopted and continued.

(11) These recommendations should be coupled with vigorous effort to secure for the Bureau of Labor Statistics a larger appropriation to enable it to collect and to publish employment statistics more adequately and more promptly than is now possible.

One further matter has seemed to the committee on governmental labor statistics to be of urgent importance at this time. If employment statistics are to be satisfactorily extended and standardized, statisticians in the Government service must be accorded due recognition of the responsibilities and professional content of their work. The Personnel Classification Board, which is now at work classifying positions in the Federal Government, has made some tentative allocations which are very disquieting. Practically all the positions in the Federal Bureau of Labor Statistics have been classified in the clerical or administrative group. To continue to regard statistical work as clerical must postpone the day of good statistical work. Therefore, the committee on governmental labor statistics earnestly hopes that the association at this time will take action to insure recognition of the importance of the work of statisticians in the Federal Government.

Respectfully submitted,

MARY VAN KLEECK, *Chairman.*

DECEMBER 27, 1923.

A. J. Altmeyer, secretary, Industrial Commission of Wisconsin; Charles E. Baldwin, chief statistician, United States Bureau of Labor Statistics; Joseph A. Becker, statistician, Bureau of Agricultural Economics, United States Department of Agriculture; William A. Berridge, assistant professor of economics, Brown Uni-

versity; W. Randolph Burgess, assistant Federal reserve agent, Federal Reserve Bank of New York; R. D. Cahn, chief statistician, general advisory board, free employment offices, Illinois Department of Labor; Frederick E. Croxton, assistant professor of economics, Ohio State University; J. Frederic Dewhurst, chief, statistical division, Federal Reserve Bank of Philadelphia; Don D. Lescohier, associate professor of economics, University of Wisconsin; Max O. Lorenz, director, Bureau of Statistics, Interstate Commerce Commission; Royal Meeker, secretary of Labor and Industry of the Commonwealth of Pennsylvania; Eugene B. Patton, chief statistician, New York Department of Labor; Roswell F. Phelps, director, division of statistics, Massachusetts Department of Labor and Industries; Walter W. Stewart, director, division of research and statistics, Federal Reserve Board; Fred G. Tryon, statistician in charge of coal and coke statistics, United States Geological Survey; Leo Wolman, New School for Social Research, New York, N. Y.; Ralph G. Hurlin (secretary), director of the department of statistics, Russell Sage Foundation.

Recent Employment Statistics.

Illinois.

CONSIDERABLE unemployment in several localities in Illinois in December, 1923, is reported in the Labor Bulletin for that month published by the State Department of Labor. The situation was worse in Chicago than in any other place in Illinois. The labor market of that city was already overcrowded in the late fall with workers from the farms, from the South, and from down-State mining towns, and in the last month of 1923 felt the strain of the seasonal inpouring of the usual migrants who come to Chicago in the winter.

For each job offered for males in December, 1923, at the Chicago employment offices there were on an average two applicants. Unemployment among woman workers was not so extensive because the number of woman wage earners in that city had not increased at the same rate as the number of male workers.

The increase of unemployment in the State in December is attributed chiefly to the slack season and to the influx of large numbers of workers earlier in the year when industrial activity was at its height. With the exception of October, a downward trend in employment has been observable since the first part of last summer. The taking of inventories and the passing of urgent and immediate demands for building materials created a further sag in the labor market in December. There was, however, no sudden stoppage of the industries in Illinois in that month.

The following tables show the employment situation in Illinois in December, 1923, in comparison with certain other periods:

COURSE OF EMPLOYMENT IN INDUSTRY IN ILLINOIS, DECEMBER, 1923, COMPARED WITH NOVEMBER, 1923, AND DECEMBER, 1922.

Industry.	December, 1923.		Percentage of change—	
	Number of firms.	Number of employees.	December, 1923, compared with November, 1923.	December, 1923, compared with December, 1922.
Stone, clay, and glass products.....	77	11,426	-3.8	+1.4
Metals, machinery, and conveyances.....	375	154,695	-1.3	+10.0
Wood products.....	123	16,232	-.9	-.7
Furs and leather goods.....	55	13,373	-.8	3.18
Chemicals, oils, paints, etc.....	60	10,516	-.8	+7.8
Printing and paper goods.....	146	17,574	+2.1	+5.6
Textiles.....	24	3,991	+1.0	+5.3
Clothing, millinery, and laundering.....	111	20,411	+5.5	-9.4
Food, beverages, and tobacco.....	208	46,763	-1.8	+3.3
Trade, wholesale and retail.....	45	24,991	+5.5	(1)
Public utilities.....	69	79,971	+2	+6.8
Coal mining.....	59	18,418	-1.5	-2.3
Building and contracting.....	162	8,232	-16.1	+23.2
Total, all industries.....	1,514	426,593	-.6	+6.5

¹ Reports not comparable.

INDEX NUMBERS OF EMPLOYMENT AND AVERAGE WEEKLY EARNINGS IN MANUFACTURING INDUSTRIES IN ILLINOIS AS SHOWN IN REPORTS FROM EMPLOYERS.

Item and year.	Jan.	Feb.	Mar.	Apr.	May.	June.	July.	Aug.	Sept.	Oct.	Nov.	Dec.
Employment: ¹												
1921.....								93.1	100.5	97.0	95.6	91.8
1922.....	94.4	94.3	96.2	96.8	99.9		99.1	100.6	102.3	103.6	105.3	107.4
1923.....	106.5	108.8	111.1	111.7	111.9	112.3	110.4	109.3	108.3	108.3	107.9	107.1
Average weekly earnings: ²												
1922.....							96.0	92.0	102.8	100.4	100.9	102.9
1923.....	102.2	103.9	104.6	108.5	113.4	114.7	108.8	108.3	112.3	114.2	110.1	114.6

¹ Average for 1922=100; previous to July, 1922, based upon number at work on last day of month; commencing with July, 1922, based upon the number on pay roll nearest 15th of month.

² Average for last half of 1922=100.

There was a fall of 1.8 per cent in volume of employment in 1,192 Illinois factories in January, 1924, in comparison with that of the preceding month, according to a press release of February 13, 1924, from the general advisory board of the Illinois Department of Labor. Lay-offs by these reporting establishments affected 5,500 workers. If the reductions by such establishments, which employ over 40 per cent of the factory workers of Illinois, may be taken as typical, approximately 14,000 workers in that State lost their jobs in the 30 days between dates of the December and January reports. It is stated, however, that industry usually has a tendency to slow down both in midwinter and midsummer.

The January decline was shown in the great majority of industries and included both men and women workers and firms of all sizes.

In Chicago there were 3,000 fewer employees on the pay rolls of 607 manufacturing establishments in January, 1924, than in the previous month—a reduction of approximately 2 per cent.

Volume of employment dropped in 33 out of 55 manufacturing industries in January, declines being general in the food and metal industries, the decline in the car-building industry being probably the most important change. Gains were the rule, however, in chemical and wearing-apparel factories. In leather and wood manufacture the increases and decreases were about equal.

For the State as a whole the January ratio of registered persons to positions reported vacant was 166 to 100, which was a worse record than at any time in 1923. In only three months in 1922 and in only one month in 1920 was there a higher ratio. The January, 1924, ratio was, however, lower than that for any month in 1921.

Iowa.¹

VOLUME of employment decreased 4.5 per cent in the industries of Iowa in December, 1923, as compared with the preceding month, chiefly as a result of the customary inventories, repairs, etc., and the slowing down of production in certain groups of industries. The declines were of a general nature and usual for that particular time of the year.

The percentage changes in the numbers on the pay rolls in the principal industry groups in Iowa from November, 1922, to November, 1923, and from December, 1922, to December, 1923, are shown in the following table:

PER CENT OF INCREASE OR DECREASE IN EMPLOYMENT IN SPECIFIED INDUSTRY GROUPS IN IOWA, NOVEMBER AND DECEMBER, 1923, AS COMPARED WITH NOVEMBER AND DECEMBER, 1922.

Industry group.	Per cent of increase—	
	November, 1923, as compared with November, 1922.	December, 1923, as compared with December, 1922.
Food and kindred products.....	10.1	14.0
Textiles.....	3.4	4.7
Iron and steel work.....	18.8	11.8
Lumber products.....	17.1	12.5
Leather products.....	9.0	7.4
Paper products, printing and publishing.....	6.2	5.3
Patent medicines, chemicals, and compounds.....	6.3	8.3
Stone and clay products.....	14.9	8.5
Tobacco and cigars.....	^a 16.7	^a 25.3
Various industries.....	^a 27.2	^a 15.2
Total.....	4.2	2.6
Railway car shops (5 reporting).....	47.6	34.1

^a Decrease.

¹ Iowa. Bureau of Labor Statistics. Iowa Employment Survey, Des Moines, December, 1923.

Maryland.

THE following figures, showing the volume of employment in Maryland in January, 1924, as compared with that in the preceding month, were furnished by the commissioner of labor and statistics of that State:

COMPARISON OF EMPLOYMENT IN IDENTICAL MARYLAND ESTABLISHMENTS DURING ONE WEEK IN DECEMBER, 1923, AND IN JANUARY, 1924.

Industry.	Estab- lish- ments report- ing for December and January.	Number on pay roll, one week in January, 1924.	Per cent of in- crease (+) or decrease (-) Jan- uary, 1924, compared with De- cember, 1923.	Amount of pay roll, one week in Jan- uary, 1924.	Per cent of in- crease (+) or decrease (-) Jan- uary, 1924, compared with De- cember, 1923.
Bakery.....	6	620	-0.5	\$13,437.60	+0.8
Beverages and soft drinks.....	5	180	-4.3	4,766.45	- .9
Boots and shoes.....	8	1,348	-8.4	24,422.45	-3.6
Boxes, fancy and paper.....	9	460	- .9	6,806.64	-3.4
Boxes, wooden.....	6	265	-7.3	5,002.11	-2.0
Brass and bronze.....	4	2,514	+1.1	58,952.22	-2.0
Brick, tile, etc.....	6	891	+9.2	18,303.71	-11.7
Brushes.....	6	1,090	-2.5	21,144.01	+10.1
Canning and preserving.....	4	221	-52.6	4,037.20	-45.1
Car building and repairs.....	4	4,685	- .2	144,112.03	-5.6
Chemicals.....	7	1,479	+2.7	40,212.41	+4.3
Clothing, men's outer garments.....	6	2,579	-30.2	61,883.17	-18.6
Clothing, women's outer garments.....	10	1,310	- .08	20,334.52	+11.7
Confectionery.....	11	1,169	-21.5	21,462.66	-14.8
Cotton goods.....	7	948	-3.3	12,572.22	-6.0
Fertilizer.....	10	1,192	+6.7	25,607.85	+7.9
Foundry.....	10	1,184	-4.1	29,839.78	-9.1
Furniture.....	9	727	- .7	18,355.22	-2.4
Furnishing goods, men's.....	7	3,131	+ .8	39,689.86	-2.0
Glass.....	4	1,203	- .5	25,350.25	-9.2
Leather goods.....	4	470	- .4	8,813.28	-1.3
Lithographing.....	4	459	-2.5	14,081.41	+3.9
Lumber and planing.....	8	467	-10.4	11,494.00	-17.1
Mattresses and spring beds.....	4	131	-2.2	3,099.44	+5.4
Patent medicines and druggists' preparations.....	4	788	-1.9	12,036.28	-2.1
Pianos.....	3	869	+ .3	18,970.37	-6.5
Plumber's supplies.....	3	929	-4.1	25,992.91	-7.3
Printing.....	11	1,487	- .9	49,653.98	-2.9
Rubber tire manufacturing.....	1	2,234	-10.7	102,772.22	-7.5
Shirts.....	8	1,531	-1.9	21,681.59	-4.3
Silk goods.....	4	781	+49.6	11,408.45	+52.0
Slaughtering and meat packing.....	4	1,539	+1.2	42,007.34	-2.3
Stamping and enameled ware.....	4	1,172	+28.2	22,283.05	+28.3
Tinware.....	4	2,779	-1.6	56,556.00	-1.9
Tobacco.....	9	1,444	-4.7	22,334.11	-11.2
Miscellaneous.....	17	4,183	-5.2	93,289.60	-9.9

¹Pay roll for one-half month.

Massachusetts.

STATISTICS of employment and earnings in 811 manufacturing establishments in Massachusetts for a specified week in November and December, 1923, are given in the following table taken from a recent press release from the Department of Labor and Industries of that State:

NUMBER OF EMPLOYEES AND AVERAGE WEEKLY EARNINGS IN MASSACHUSETTS MANUFACTURING ESTABLISHMENTS, WEEK INCLUDING OR ENDING NEAREST TO NOVEMBER 15 AND DECEMBER 15, 1923.

Industry.	Number of establishments.	Number of employees on pay roll.		Average weekly earnings.	
		November, 1923.	December, 1923.	November, 1923.	December, 1923.
Automobiles, including bodies and parts.....	13	2,318	2,379	\$26.64	\$33.07
Boot and shoe cut stock and findings.....	48	1,860	1,788	22.46	22.18
Boots and shoes.....	74	24,763	22,445	21.35	23.01
Boots and shoes, rubber.....	3	9,211	9,034	26.22	25.67
Boxes, paper.....	24	2,250	2,172	19.90	20.17
Boxes, wooden packing.....	10	929	957	25.04	22.37
Bread and other bakery products.....	33	2,173	2,013	25.37	25.04
Cars and general shop construction and repairs, steam railroad companies.....	4	3,829	3,318	32.39	33.27
Clothing, men's.....	26	2,413	2,200	22.24	21.66
Clothing, women's.....	24	1,112	1,041	17.38	18.65
Confectionery.....	12	3,847	3,664	17.95	18.12
Copper, tin, sheet iron, etc.....	14	831	810	27.19	27.59
Cotton goods.....	30	33,550	33,554	19.46	20.13
Cutlery and tools.....	22	4,949	4,893	23.86	24.33
Dyeing and finishing, textiles.....	5	6,396	6,449	23.84	24.35
Electrical machinery, apparatus, and supplies.....	9	10,176	10,027	26.61	26.93
Foundry and machine shop products.....	61	10,305	10,322	30.08	30.13
Furniture.....	27	2,528	2,495	26.29	27.06
Hosiery and knit goods.....	9	4,832	4,437	17.24	17.32
Jewelry.....	29	3,015	2,926	23.75	24.16
Leather, tanned, curried, and finished.....	24	4,497	4,399	26.35	26.41
Machine tools.....	22	2,240	2,200	27.34	27.60
Musical instruments.....	8	896	881	27.74	28.63
Paper and wood pulp.....	21	5,832	6,039	25.72	25.40
Printing and publishing, book and job.....	32	2,615	2,632	31.18	31.03
Printing and publishing, newspaper.....	19	1,706	1,704	40.90	42.48
Rubber goods.....	6	1,883	1,764	26.04	25.54
Rubber tires and tubes.....	3	1,047	1,050	18.97	19.06
Silk goods.....	11	2,154	2,082	21.10	20.14
Slaughtering and meat packing.....	4	1,688	1,809	25.75	27.52
Stationery goods.....	8	1,331	1,294	18.97	19.06
Steam fittings and steam and hot-water heating apparatus.....	6	1,578	1,549	27.40	27.17
Textile machinery and parts.....	13	6,895	6,497	26.65	28.56
Tobacco.....	8	1,325	1,325	24.88	23.89
Woolen and worsted goods.....	40	16,522	16,474	22.95	23.21
All other industries.....	100	31,977	31,944	26.02	26.26
Total.....	811	215,453	210,567	23.91	24.45

As indicated in the table, the volume of employment declined in 25 of the 35 industries listed, rose in 9 industries, and remained stationary in 1 industry in December, 1923, in comparison with the previous month. Average weekly earnings of employees were higher in the later month in 24 industries and lower in 11. The principal wage changes shown for the same period were a rise of \$6.43, or 24.1 per cent, in the average weekly earnings of employees engaged in automobile manufacture (including bodies and parts) as a result of a return to more normal operation in one important establishment, and a reduction of \$2.67, or 10.7 per cent, in the average weekly earnings of employees engaged in making wooden boxes, such reduction being due to considerable short-time employment in this industry.

Minnesota.

ACCORDING to a typewritten report recently received from the Minnesota Industrial Commission, 70,890 persons were placed in 1923 by the offices under the jurisdiction of the employment division of that commission. This number was an increase of 9,993 over the total placements of the preceding year. These additional placements were made chiefly in office, clerical, restaurant, hotel, and factory work for women and in skilled, unskilled, and office work for men. The per capita cost of placing the 70,890 workers was 68 cents—3 cents less than that for 1922.

The following table summarizes the activities of the public employment offices of the State for the calendar year 1923:

OPERATION OF PUBLIC EMPLOYMENT OFFICES IN MINNESOTA, 1923.

Kind of labor.	Registration.	Help wanted.	Referred.	Verified placements.
Men's division:				
Farm.....	9,731	10,477	7,415	4,656
Unskilled.....	30,167	38,787	30,066	23,932
Casual.....	12,342	12,257	12,251	11,719
Skilled.....	11,395	8,070	1,995	4,632
Clerical.....	3,342	736	937	417
Total.....	66,977	70,327	57,664	45,356
Women's division:				
Domestic.....	2,350	4,204	1,839	1,148
Hotel-restaurant.....	6,442	5,617	4,510	3,604
Casual.....	23,119	19,084	18,420	18,352
Industrial.....	2,194	1,413	1,036	814
Clerical.....	5,925	2,127	2,533	1,616
Total.....	40,030	32,445	28,338	25,534
Grand total.....	107,007	102,772	86,002	70,890

In January, 1924, 3,880 men and women were placed by the public employment offices of Minnesota, an increase of 646 over the number placed in the same month of the preceding year. The demand for skilled labor in January, 1924, was also greater than in January, 1923, the figures being 523 as against 142. There was, however, a slight decline in the demand for unskilled labor in the first month of 1924 as compared with the first month of the preceding year, 1,204 being recorded for the earlier period compared with 1,148 for January, 1924.

In the women's department a material increase was shown in the number of placements in clerical positions by the St. Paul, Minneapolis, and Duluth offices—138 in January, 1924, as against 67 in January, 1923. The demand for farm labor and woodsmen in January, 1924, was greater than the supply, which was due in part to the demand for ice cutters and packers in St. Paul and Minneapolis.

New York.

VOLUME of employment fell 1 per cent in the New York State factories in January, 1924, as compared with the record for the preceding month, according to a press release of February 11, 1924, issued by the Industrial Commissioner of New York. A post-Christmas slowing down of certain industries and the taking of inventories usually result in a downward tendency in employment in the opening month of the year. The reductions in number of employees in No-

vember and December, 1923, and in January, 1924, have resulted in lowering the employment figure to a point somewhat below the January, 1923, figure.

The most outstanding changes in January were the seasonal revival of men's and women's garment manufacture, particularly in New York City, and the decline of employment in the metal industries, especially in the production of heating apparatus, railroad equipment manufacture, and the upstate railway repair shops.

While the mild weather made it possible to continue building and other outside work, it affected adversely the demand for shoes, textiles, and clothing, notably in New York City and Rochester. Moreover, fewer repair men were needed for the upkeep of railroad equipment as a result of the lack of snow in January.

The drop in employment in the metal industries referred to above was approximately 2 per cent. Besides the decrease of employment in the railway equipment establishments, there were less marked declines in some of the steel and architectural iron mills and in the cutlery industry. In many automobile factories, however, the employment situation improved, and there were substantial gains in the machinery and electrical apparatus industry and in brass and copper mills.

The clothing industries showed sharp fluctuations, but the increase in the men's and women's outer garment manufacture was considerable enough to offset all the reductions. The number of employees fell in the textile mills.

A pronounced seasonal decline in food manufacturing affected mainly candy and cocoa plants.

Employment in the paper and paper products industries remained unchanged, with the exception of a seasonal reduction in establishments making paper boxes. Volume of employment was also unchanged in the chemical and kindred industries except soap and perfume manufacture, in which there was a downward trend.

Pennsylvania.

THE following table summarizes the statistics on employment and earnings, October 15 and November 15, 1923, in Pennsylvania, which were published in the January, 1924, issue of *Labor and Industry* (Harrisburg):

CHANGES IN VOLUME OF EMPLOYMENT AND AVERAGE WEEKLY EARNINGS
OCTOBER 15 TO NOVEMBER 15, 1923.

Industry group.	Number of plants reporting.	Wage earners.		Total pay roll.		Average weekly wages.	
		Number on Nov. 15, 1923.	Per cent of change, Oct. 15, to Nov. 15, 1923.	Week ending Nov. 15, 1923.	Per cent of change, Oct. 15, to Nov. 15, 1923.	Week ending Nov. 15, 1923.	Per cent of change, Oct. 15, to Nov. 15, 1923.
Metal manufactures.....	245	158,294	-2.3	\$4,553,706	-3.6	\$28.77	-1.3
Textile products.....	174	52,180	-2.2	1,060,238	-4.8	20.70	-2.6
Food and tobacco.....	72	19,111	+1.0	400,265	-.9	20.94	-1.9
Building materials.....	55	15,509	+1.7	435,334	+1.2	28.07	-1.5
Chemicals and allied products.....	26	8,675	-2.5	238,409	-1.9	27.48	+7
Miscellaneous industries.....	109	23,461	.....	596,725	+1.4	25.43	+1.3
Total, all industries.....	681	277,230	-1.7	17,205,727	-3.1	26.32	-1.4

¹ Not the exact sum of the items but is as given in the report.

There were fewer applicants for jobs and fewer requests from employers for help in November, 1923, at the Pennsylvania State employment offices, than in either September or October of the same year. However, November was a short month with three holidays. The only occupation which showed a pronounced increase in both the number of applicants for jobs and the number of requests for help was domestic service. The greater number of applicants for this character of work was said to be due to the release of a number of woman factory employees for the winter.

A temporary lay-off of railroad shop and track workers for economic reasons and because of the unusual adequacy of transportation and freight facilities was one of the outstanding features of the labor market for November. On the other hand, the mild weather enabled contractors to finish outside brick work, cement, and masonry, and also made it possible for farmers to have work done which otherwise would have had to be postponed until spring.

A brief record is given below of the work of the Pennsylvania State employment offices in November, 1923, as compared with the reports for the three previous months and for November, 1921, and November, 1922:

OPERATIONS OF PENNSYLVANIA STATE EMPLOYMENT OFFICES, NOVEMBER, 1923,
AS COMPARED WITH FIVE OTHER MONTHS.

Period.	Persons applying for positions.	Persons asked for by employers.	Persons sent to positions.	Persons receiving positions.
Men				
November, 1923 (4 weeks).....	13,345	7,910	8,099	7,327
October, 1923 (5 weeks).....	17,854	15,136	13,606	12,588
September, 1923 (4 weeks).....	14,164	12,884	10,508	9,715
August, 1923 (4 weeks).....	12,680	12,423	9,910	9,145
November, 1922 (4 weeks).....	14,962	15,632	12,423	11,493
November, 1921 (4 weeks).....	27,096	5,600	5,315	4,762
Women.				
November, 1923 (4 weeks).....	2,892	2,126	1,542	1,317
October, 1923 (5 weeks).....	3,945	3,192	2,127	1,808
September, 1923 (4 weeks).....	2,939	2,904	1,838	1,649
August, 1923 (4 weeks).....	2,581	2,189	1,627	1,396
November, 1922 (4 weeks).....	3,202	2,465	1,681	1,479
November, 1921 (4 weeks).....	3,425	1,364	1,130	986

Wisconsin.

FIGURES published by the Industrial Commission of Wisconsin¹ covering the manufacturing industries of the State showed the following decreases in December as compared with November: Number of persons employed, from 80,461 to 79,757; total pay roll, from \$2,012,818 to \$1,938,043; and, average weekly earnings, from \$25.02 to \$24.30.

The following table shows the changes in volume of employment, in total pay rolls, and in average weekly earnings from December,

¹ Wisconsin. Industrial Commission. Wisconsin Labor Market, December, 1923.

1922, to December, 1923, for various groups of industries, as well as for nonmanual activities:

PER CENT OF CHANGE FROM DECEMBER, 1922, TO DECEMBER, 1923, IN NUMBER OF EMPLOYEES, TOTAL AMOUNT OF PAY ROLLS, AND AVERAGE WEEKLY EARNINGS IN IDENTICAL ESTABLISHMENTS IN WISCONSIN.

Kind of employment.	Per cent of change in—			Kind of employment.	Per cent of change in—		
	Num-ber of em- ployees.	Total pay roll.	Aver- age weekly earn- ings.		Num- ber of em- ployees.	Total pay roll.	Aver- age weekly earn- ings.
<i>Manual.</i>				<i>Manual—Continued.</i>			
Agriculture.....	-27.3			Railroad construction..	-24.8	-27.0	-2.8
Logging.....	+ 7.2	+56.4		Marine construction, etc.	+36.2	+76.0	+29.2
Mining.....	+37.0	+59.9	+16.7	Steam railways.....	-3.2	-14.4	-11.6
Stone crushing and quarrying.....	+ 8	+17.2	+16.3	Electric railways.....	-5.4	+1.2	+7.0
Manufacturing.....	+2.3	+6.7	+ 4.4	Express, telephone, telegraph.....	+4.0	+6.7	
Wood.....	+4.9	+15.7	+10.3	Wholesale trade.....	-4.7	-5.4	+2.5
Rubber.....	+25.4	+39.9	+11.6	Hotels and restaurants..	+8.7		
Leather.....	-13.8	-6.6	+8.4	<i>Nonmanual.</i>			
Paper.....	+1.3	+8.5	+7.1	Manufacturing, mines, and quarries.....	+6.0	+7.0	+ 9
Textiles.....	+4.5	+2.7	-1.7	Construction.....	-12.9	-11.2	+1.9
Foods.....	+7.0	+13.0	+5.6	Communication.....	+7.2	+6.8	- 3
Light and power.....	+28.5	+29.1	+ 5	Wholesale trade.....	- 9	+10.4	+11.3
Printing and publish- ing.....	+10.0	+16.3	+5.6	Retail trade—sales force only.....	+1.0	+8.7	+7.6
Laundering, cleaning, and dyeing.....	+13.0	+32.9	+17.5	Miscellaneous profes- sional services.....	+4.9	+9.6	+4.4
Chemicals (including soap, etc.).....	-4.8	-10.0	+ 5.5	Hotels and restaurants..	+ 5		
Building construction..	+12.2	+23.9	+10.4				
Highway construction..	-6.0						

The record of the work of the Wisconsin public employment offices for the last four calendar years is given below, together with the report of these offices for 1923 by months:

OPERATIONS OF WISCONSIN PUBLIC EMPLOYMENT OFFICES, 1920 TO 1923.

Year and month.	Applications for work.	Help wanted orders	Verified placements in jobs.	Number of weeks in month.
1920 ¹	119,588	150,698	91,859	
1921 ¹	102,522	84,592	60,158	
1922 ¹	153,736	166,891	113,665	
1923 ²	161,714	175,654	123,269	
January.....	9,966	9,720	6,837	4
February.....	10,481	11,830	7,641	4
March.....	14,804	17,282	11,891	5
April.....	12,891	15,542	9,674	4
May.....	18,317	23,074	14,871	5
June ³	14,386	16,450	10,858	4
July.....	13,129	14,009	9,907	4
August.....	15,771	16,448	12,367	5
September.....	13,619	14,827	10,570	4
October.....	15,081	15,795	11,937	4
November.....	12,724	12,003	9,589	4
December.....	10,545	8,674	7,127	5

¹ Eleven public employment offices operated.

² Eleven offices operated during the first 22 weeks of 1923, thereafter only ten.

³ Rhinelander office was discontinued on May 31, 1923.

The average cost per person placed by the public employment offices of the State was 54.5 cents in 1922 and 48.4 cents in 1923.

Employment in Canada During 1923.¹

ON January 5, 1924, the Dominion Bureau of Statistics issued a review of employment in Canada during 1923, from which the following quotation and information are taken:

Employment during 1923 showed on the whole considerable expansion; the year opened with the usual dullness due to inventories and general winter slackness, but speedy and almost uninterrupted recovery was indicated in succeeding reports. There was the customary brief lull in operations over Easter, but the upward movement was resumed early in April, continuing steadily until the beginning of August. During these four months approximately 99,000 persons were added to the pay rolls of the reporting firms, representing an increase of well over 10 per cent. The labor requirements of the farmers to harvest the largest crop on record then accelerated the fall contraction of industrial employment, since men were drawn from other industries for this purpose. As agriculture is not represented in these statistics, the corresponding increase that occurred in that industry was not reflected in the index number. From the high point of 100.2 on August 1 the index declined by slight degrees until the beginning of December, when employment fell off from the November level by somewhat over three points. The August figure, it may be remarked, was higher than the base, the first time since the end of 1920 that the index has exceeded the January, 1920, level.

With minor fluctuations, the curve of employment in 1923 * * * followed the same general course pursued in both 1922 and 1921, although it was consistently on a higher level. The peak of employment during the past year, as indicated by the reporting firms, was reached at the beginning of August, whereas the 1922 high point occurred in November and that for 1921 in October.

The expansion registered in 1923 was fairly generally distributed among the Provinces and in the various industries covered in these statistics; some 80,000 more persons were employed by the firms making returns on December 1 than on January 1, 1923. During the year under review, an average of about 5,800 firms reported that they employed an average pay roll of some 777,900 workers, varying between 707,700 on January 1 and 823,605 on August 1, the peak date. Manufacturing, construction, mining, logging, and services shared in the improvement; trade also was rather more active.

Employment by Provinces.

THE situation in all Provinces was better on December 1 than on January 1. The latter date, on account of the numerous shut-downs for inventories and over the holidays, always represents a slack period of employment, except in a very few industries for which seasonal conditions are favorable.

¹Canada. Bureau of Statistics. General Statistics Branch. A review of employment in Canada during 1923. Ottawa, 1924. 7 pp. Mimeographed.

The following table shows the state of employment in the various Provinces in 1923, by months, expressed by index numbers, the number employed in January, 1920, being taken as the base:

INDEX NUMBERS OF EMPLOYMENT IN CANADA IN 1923, BY PROVINCES AND MONTHS.
[January, 1920=100.]

Month.	Maritime Prov- inces.	Quebec.	Ontario.	Prairie Prov- inces.	British Colum- bia.	Canada.
1923.						
January.....	90.8	83.5	85.6	90.0	88.3	86.3
February.....	90.4	87.7	90.0	91.6	88.4	89.5
March.....	90.7	87.9	90.8	88.9	92.0	89.9
April.....	90.5	85.5	88.4	83.5	92.8	87.6
May.....	90.0	90.3	91.6	90.4	97.5	91.4
June.....	93.9	99.1	96.8	95.5	100.4	97.3
July.....	101.0	100.5	97.2	101.4	103.9	99.5
August.....	97.8	101.0	97.1	104.3	107.2	100.2
September.....	101.4	100.1	98.1	101.1	106.6	100.0
October.....	97.0	104.0	96.0	100.7	104.2	99.5
November.....	95.2	103.2	96.0	99.2	102.8	98.8
December.....	91.2	98.5	93.4	99.3	97.8	95.7

Employment in Manufacturing.

THE volume of employment afforded in manufacturing as a whole was higher during 1923 than in both 1922 and 1921. At the beginning of the year the index number had fallen to 78.1, owing to shutdowns for inventories and holidays and to general winter dullness; moderate but fairly steady improvement was recorded during the following months with only one interruption, due to Easter slackness. While at the beginning of December the index number had declined to 88.2, it was very slightly higher than at the same period of the year before and nearly nine points above the level of December, 1921. The manufacturing industries employ approximately 55 per cent of the workers reported by all the firms making returns and therefore exercise a marked effect upon the general situation.

The state of employment in the principal industry groups in 1923 as compared with January, 1920, by months, is shown in the following table:

INDEX NUMBERS OF EMPLOYMENT IN CANADA IN 1923, BY INDUSTRY GROUPS AND MONTHS.
[January, 1920=100.]

Month.	Manu- factur- ing.	Log- ging.	Min- ing.	Com- muni- cation.	Trans- porta- tion.	Con- struc- tion and main- tenance.	Serv- ices.	Trade.	All-in- dustry groups.
1923.									
January.....	78.1	87.0	100.8	97.4	104.8	96.0	92.8	98.2	86.3
February.....	85.0	95.1	101.3	96.5	101.5	86.0	92.4	93.7	89.5
March.....	87.5	88.8	98.6	97.4	99.8	83.8	93.4	88.9	89.9
April.....	85.6	57.8	97.0	98.0	100.2	85.2	94.9	90.2	87.6
May.....	90.5	48.0	96.7	99.7	101.7	101.6	97.1	91.7	91.4
June.....	93.5	52.5	101.6	102.2	109.0	140.2	108.8	91.9	97.3
July.....	93.6	48.4	101.6	103.4	112.2	169.1	115.1	92.3	99.5
August.....	93.5	42.2	101.0	105.2	113.4	183.7	118.7	91.7	100.2
September.....	93.0	43.1	104.0	106.4	113.4	180.9	120.3	92.0	100.0
October.....	91.8	51.7	104.9	106.6	116.2	171.8	113.7	93.2	99.5
November.....	91.2	62.6	105.4	105.3	116.8	159.3	108.5	93.1	98.8
December.....	88.2	82.2	105.9	106.1	113.8	125.2	106.2	96.8	95.7

HOUSING.

Present Status of Housing Situation in New York.

THE New York Commission of Housing and Regional Planning, appointed in the summer of 1923 to study and report on the housing needs and conditions of the State, handed in a report on December 22, 1923, on the present state of the housing emergency, and early in January the governor transmitted the report to the legislature with a request for action. The commission had been specially directed to determine whether the emergency which had given rise to the housing legislation of 1920 and 1921 still existed and to make recommendations as to the extension or amendment of the rent laws and the tax-exemption laws.

The commission was organized August 21, and immediately began its work, taking up first the question as to the continued existence of the housing emergency. The inquiry covered New York City, the seven cities, including Albany, in the so-called capital district, and Buffalo and Rochester. By questionnaires it was extended to 50 other cities having a population of more than 10,000 each. The results of this inquiry convinced the commission that the emergency still exists.

The commission has come to the conclusion that there is every sign of the continued existence of a housing emergency in all cities affected by the emergency rent legislation excepting the city of Rochester.

In New York City the housing emergency still exists. In spite of the large number of dwellings constructed during the past two years, tenants are in no better position to-day than they were in 1920 to bargain with landlords. Rents have risen continuously and congestion has increased. Families are being forced into poorer and smaller quarters. They are obliged to double up, two families living in rooms which under normal conditions would be occupied by one family; they are increasingly forced to take in lodgers. The dilapidated, insanitary old houses which were considered uninhabitable in 1920 are now fully occupied and overcrowded. The conditions of upkeep and repair have grown steadily worse. If the emergency rent laws were needed in 1920 they are even more necessary at the present time.

It has frequently been asserted within the last year or two that in New York City there is now no scarcity of the higher-priced apartments, and various interests have urged that if rent restrictions are continued they should be applied only to apartments renting for less than \$20 per month per room. The survey gave little justification for this view.

The commission does not find that the emergency has passed for apartments other than those renting "at or below \$20 per room per month." In fact under present housing conditions we find no dividing line above which apartments or dwellings may be freed from the application of the rent emergency laws with safety to tenants. We find that the total surplus of vacancies is so small at present as to necessitate the extension of the emergency rent legislation without discrimination as to rentals.

To show how few vacancies are available, the commission presents statistics given by the tenement house department of the city of

New York. The number of vacancies naturally varies with the borough under consideration, but for the city as a whole the department shows the following proportion of vacancies at different dates:

PERCENTAGE OF VACANCIES IN NEW YORK TENEMENTS.

Date.	New law tenements.	Old law tenements.	Total tenements.
February, 1909.....	8.50	7.95	8.08
March, 1916.....	4.03	6.52	5.60
March, 1917.....	1.75	4.90	3.66
March, 1919.....	.60	3.25	2.18
April, 1920.....	.11	.53	.36
February, 1921.....	.15	.16	.15
March, 1923.....	.54	.24	.37

The decreasing number of vacancies means not only that there is no opportunity for the normal and healthful movement of the population, but that old, insanitary, and dilapidated structures are being occupied. Certain typical blocks were surveyed by the Housing Commission in 1920, and resurveyed by this commission in 1923. In 1920 these blocks showed 125 vacancies; in 1923 there were only 25. In one block the 1920 survey showed 70 vacancies "in old uninhabitable flats;" in 1923 only 13 of these were found vacant. "Fifty-seven of the flats which were heretofore considered unfit for human habitation are now occupied."

The scarcity of accommodations has of course had an effect on rents. In eight blocks surveyed in 1920 and resurveyed in the summer of 1923, it was found that the average increase in rent per block ranged from 40 to 93 per cent. Most of the new construction is held at rents which render it unavailable for the majority of the population. A study of the distribution of family incomes in New York City showed that 69 per cent of all families have a family income of less than \$2,500 a year, 23 per cent have an income of from \$2,500 to \$5,000 a year, and only 8 per cent have incomes above \$5,000.

In most instances the rents in new construction were found to range upward from \$20 per room per month, or from \$60 and \$80 for apartments of three and four rooms, respectively. If we assume the maximum rent expenditure is 20 per cent of the family income, these rentals are available only for about 15 per cent of the population with family incomes of \$3,500 and upward. If we use the data on actual rent expenditure shown in the reports of families included in income and rent surveys, we find that most new construction is available only for the 8 per cent of the population with incomes of \$5,000 and more.

Under these conditions overcrowding is inevitable. Families take fewer rooms than they need, or, having a sufficiency, double up and take in lodgers. The health department presented striking evidence to the commission as to the overcrowding and insanitary conditions resulting from the inability to pay the rents necessary for decent accommodations. Social workers and representatives of relief associations confirmed the evidence, and the commission's own investigations led to the same conclusions.

Thousands and thousands of people in the city are sleeping and living in apartments so dark that gaslight must be burned all day; so airless that in summer the families are forced to sleep on the roofs; so foul smelling because of garbage in hallways, in courts and streets, and because of adjoining stables or factories, that one of the only two windows in the whole flat has to be kept shut. The

tenants must climb five or six flights of stairs to dispose of garbage, for the dumbwaiters are seldom in repair. Toilets for two to five families are in the halls or in the yards. The sanitary condition of the toilet is indescribable. There is insufficient water, neglected plumbing, no ventilation or light—these tell the condition without further description.

Conditions outside of New York City are treated more briefly. In general, the commission finds that rents have increased seriously, and that they are not yet stabilized; that overcrowding is common, and accommodations insufficient. In some places the housing shortage is acute; in none, except Rochester, could the situation be considered normal.

The commission recommends that the emergency rent laws "be immediately reenacted for a term of two years." This it considers so urgent that it advises that consideration of amendments should be postponed. None of the amendments so far proposed affects the principle of the laws, and they can be adopted, if desired, after the continuance of the laws has been assured.

As a second recommendation, the commission advises the use of State and municipal credit for housing purposes.

The State should be placed in a position to extend its credit for housing through the State Land Bank and other agencies, under wise regulation. To make this possible a constitutional amendment is necessary. It requires at least two years to secure a constitutional amendment, and for this reason the commission recommends that steps be taken to that end at the present session of the legislature.

At the same time cities should be freed from restrictions which might prevent them from undertaking their own solution of the housing problem by means of the use of municipal credits and undertakings devised by themselves. This will of necessity bring into being local housing and city planning boards or commissions which should cooperate with the State Commission of Housing and Regional Planning.

The subject of the tax-exemption laws is left for a future report.

In transmitting the report to the legislature, the governor sent with it a special message urging the adoption of its recommendations. In his annual message he had already urged the extension of the rent laws until February 15, 1926. Measures to carry out the recommendations were promptly introduced in the legislature.

By the middle of January several bills relating to rent laws were before the legislature, and two constitutional amendments had been proposed.

Progress of State-Aided Housing in Queensland.

SOME account was given in the MONTHLY LABOR REVIEW for July, 1923 (pp. 178-180), of the Queensland legislation authorizing the Government to provide houses for workers, or to assist them in building for themselves. The Queensland Industrial Gazette (Brisbane) for December, 1923, carries an article describing the progress of the work during the financial year beginning July 1, 1923. Although at the time of writing only five months of the year had elapsed, 762 houses had been completed or were in course of construction, and in addition 568 applications on which action had been taken were in various stages of progress. It was calculated that the work already in hand would keep the workers' dwellings branch busy for the next six months, at least.

The department is desirous of keeping the construction program within reasonable limits, and is especially anxious to avoid a rush of commitments, which would tend to send up costs of labor and materials alike. It has therefore been decided to restrict applications for the present. It is not the intention to shut off all applications, however. Those who wish small houses, not exceeding in value £500 (\$2,433, par), especially if they are in straitened circumstances, may still be accommodated. Those desiring more expensive dwellings may file their applications for future consideration, but it is understood that they can not expect action for at least six months.

Housing Situation and Building Activities in Denmark.

A REPORT from the United States consul at Copenhagen, dated December 31, 1923, gives the results of a survey of the housing situation made a few months earlier by the Danish Statistical Department, the data being as of October 1, 1923. In the 50 principal towns, not including Copenhagen, there were at that date 1,675 homeless families, consisting of 8,971 individuals, of whom 3,792 were adults and 5,179 were children. In the municipalities comprising greater Copenhagen there were 2,801 homeless families, having 11,117 individual members. The "homeless families" are those who are unable to find shelter themselves, and have been obliged to call upon the authorities. They are accommodated chiefly in barracks or other temporary quarters; in some towns they are sheltered in wards in public charitable institutions, while in other cases they are quartered in schools.

In the provincial towns the number of homeless families in October, 1923, was very nearly the same as in December, 1921, when it stood at 1,679, but the membership of such families was larger by 433 than at that date. In Copenhagen, during that interval, the number of homeless families was increased by 205. Part of this congestion is due to an influx from the Provinces; it is stated that during the months of October and November, 1923, the city received as many as 900 of these new families, with a membership of approximately 2,000 persons. In the hope of checking this movement a law was passed on May 1, 1923, forbidding the leasing of apartments to persons who have a residence elsewhere, or whose last residence was outside of the city, without first obtaining the consent of the municipal authorities. This law, which was made retroactive to April, 1921, has been practically a dead letter so far, but the authorities have recently decided upon a strict enforcement, and it is announced that all families who have come to Copenhagen since that date and who are living in rented quarters under a lease or agreement which has not been approved by the rent commission are liable to fine and ejection.

An investigation of building activities made at the same time showed that in 6 of the 85 provincial towns no private dwellings had been completed during the year. In the remaining 79 towns the number of apartments completed, and the agencies providing them, were as follows:

Apartments constructed in provincial towns from October 1 1922, to October 1, 1923.

Apartments built by—		Number.	Per cent of total.
Private builders:			
Without State aid	-----	1, 206	47
With State aid	-----	1, 053	41
Building associations	-----	182	7
Municipalities (the State)	-----	133	5
Total	-----	2, 574	100

Nearly one-half of these are three-room apartments; of the 26 per cent which have four rooms or more, all but three were put up by private builders, and something over three-fifths of them (65 per cent) were erected without State aid. Of those put up with Government aid, 54 per cent had three rooms, and 24 per cent had one or two. It must be remembered, however, that in Danish houses, the kitchen, the bathroom, and the servant's room, are not included when the number of rooms is given.

A study of the number of apartments built in these provincial towns, beginning with the year 1916-17, shows that while up to 1919-20 two-room apartments predominated, since then the three-room apartment has been most common.

This tendency toward larger apartments is especially marked during the past year when the number of two-room apartments built was only one-fourth as compared with one-half in 1918-19. Of the apartments built in the last-mentioned year only one-tenth had more than three rooms, while in 1922-23 the number of such was one-fourth of the total.

In Copenhagen a total of 4,524 new apartments were occupied during the year. Of these, 1,612 were put up by private builders, 2,429 by building associations, and 483 by the State. The same tendency toward larger apartments appears as in the provincial towns, though it is not so strongly manifested.

The survey included 29 rural communities having buildings similar to city constructions. In 27 of these there were on October 1 a total of 237 homeless families, consisting of 1,231 persons—514 adults and 717 children.

As it may safely be assumed that there are very few homeless persons outside of the districts included in this survey, the total number of homeless families in the country may be placed at from 4,700 to 4,800, and the number of persons from 21,000 to 22,000.

During the year covered by the survey a total of 1,418 apartments were built in the 29 rural communities, of which only 6.6 per cent were built by building associations and the State. The results of the survey, as a whole, seem to show that there has been a tendency, for the past few years, to return to private building. In the provincial towns, in the years 1918-19 and 1919-20, approximately one-third of the new apartments were put up by the State, one-third by building associations, and one-third by private builders. In 1922-23 the private builders put up 87.8 per cent of the total. In Copenhagen the building operations of the State had been greatly reduced by 1922-23, and in the rural communities the private builder occupies nearly the whole field.

Housing Progress in England Under the Housing Act of 1923.

THE English magazine, *Garden Cities and Town Planning*, gives in its issue for January, 1924, a summary of what has, so far, been done under the housing act of 1923. The Ministry of Health has approved plans providing for 64,011 houses, of which 22,165, or 34.6 per cent, are to be built by local authorities and 41,846 by private enterprise. The number of houses definitely contracted for is naturally much smaller. At the beginning of December, 1923, the local authorities had let contracts for building 14,276 houses, and private builders had signed agreements to erect 19,287 houses in consideration of receiving the assistance provided by the act.

The total number completed under the 1923 act in local authorities' schemes, by assisted private enterprise and by public utility societies, at the beginning of December, was 2,591. The total actually begun is 14,118.

Meanwhile, the need of houses is becoming increasingly urgent. The new rent law, passed last July, has made it much easier for landlords to evict tenants, and with the coming in of a new tenant a house is "decontrolled," i. e., thereafter the landlord may charge what rent he pleases, subject to a vague power of review by the courts. It is claimed that landlords are forcing tenants out with little regard to the intent of the law, and are then so raising rents that only the well-to-do can secure houses. According to the same issue of *Garden Cities and Town Planning*, the situation is particularly acute at Bradford.

The housing condition at Bradford is one of extreme seriousness. It is reported that over 400 notices of dispossession under the rent restriction acts will mature at Christmas, and that there is no available accommodation for those who will be dispossessed. The Bradford Labor Party have approached the lord mayor and requested that he should take over the empty houses in Bradford in order to house those who are or will be homeless.

Apparently this plan was not found practicable, for on January 7, 1924, the *Manchester Guardian* reported that the Labor Party had again approached the mayor to discuss the possibility "of using 400 or 500 wooden huts to tide the city over the period, now near at hand, when some 1,500 ejectment orders will come into force."

From other cities complaints came in that people were being forced out of rented houses, and being unable to obtain other accommodation, were of necessity going into the workhouse. Before the Cardiff Board of Guardians complaint was made that every person thus forced into the workhouse cost the local-tax payers £1 (\$4.8665, par) a week, and that the system was breaking up family life. The guardians felt the situation to be so serious that they passed a resolution, "drawing the attention of the Government to the need of suspending eviction orders issued by the county courts until adequate accommodation is available."

In London it is claimed that houses are being decontrolled by the thousand, that even the workhouses are crowded, and that the authorities are becoming alarmed over the situation. The *Manchester Guardian* of January 8, 1924, says:

One can understand why boards of guardians are beginning to protest about housing those who are rendered homeless in order that the speculative landlord can profit by the housing shortage. The alternative accommodation that he should provide is now being found at the public expense. It costs the community £1 1s. (\$5.11, par) a week to keep every child and £1 5s. (\$6.08, par) a week for every adult in the workhouse.

INDUSTRIAL ACCIDENTS AND HYGIENE.

Physical Examination of Fifty Thousand Garment Workers.

AN ARTICLE by Dr. George M. Price in the *Journal of Industrial Hygiene*, January, 1924 (pp. 335-340), gives the results of the physical examination of 50,000 garment workers, members of the International Ladies Garment Workers' Union in New York City, during the past 11 years.

The Joint Board of Sanitary Control, organized in 1910 through an agreement between organized employers and organized workers in the cloak and suit industry, provided for joint supervision and control of the sanitary conditions in the approximately 3,600 workshops and factories located in New York City. Physical examinations for these workers were inaugurated by the board in 1912 in cooperation with the New York State Factory Commission. These examinations were continued until 1919, when the medical work was transferred to the Union Health Center.

The Union Health Center, which was organized by the workers themselves to take care of the health of the 65,000 members of the union in New York City, maintains one of the largest industrial clinics in the city. This clinic is on a self-supporting, cooperative basis, each member of the union paying a nominal fee of \$1 for each examination and treatment received at the clinic. The clinic is equipped with facilities for conducting special tests of all kinds and the physicians connected with it are required to have had at least five years' experience.

The majority of the persons examined were Jews; about 15 per cent were Italians; 5 per cent Russian and Polish Slavs, and a small percentage Negroes and Americans. Women between the ages of 20 and 30 formed 18 per cent of the persons examined and the rest of the applicants for membership were men between the ages of 20 and 65, with an average age of about 40 years.

Since 1913, when the plan for examining applicants for admission to membership in the union was put into effect, the 36,510 persons examined have undergone 40,435 examinations. These examinations for applicants were adopted to exclude persons with communicable diseases and sickly persons who would be entitled to the tuberculosis and sick benefits paid by the locals. Of the candidates examined, 3,299, or 9 per cent, were accepted as members of the union, but were excluded from participation in tuberculosis or sick benefits paid by the locals to their members.

Nonbenefit recommendations were made in all cases of persons who were more than 60 years of age and those suffering from a chronic cardiac disease, rheumatic affections, pronounced hernias, and hemorrhoids. Only 45 of the total number examined were rejected, and these for actively infectious diseases of a serious nature. Extreme care is taken in the matter of rejection since a person rejected is barred from employment in the trade.

Another group of persons was examined to determine their eligibility for sick benefits which are paid by three of the largest locals.

Since 1914 a total of 8,436 examinations have been made for this purpose, 3,367 of which were at the homes of patients. Life-extension examinations have also been carried on at the Union Health Center, and during the last six or seven years a large number of special examinations—29,279—of workers who came voluntarily for examination or treatment have been made. Altogether 50,000 persons had been examined up to the end of 1922 and nearly 80,000 examinations had been made.

The method of examination depends upon its purpose. The life-extension examination, including examinations by the various specialists, requires between one and two hours; the examination of patients coming for general and special treatment lasts, on an average, about 15 minutes, and examination for admission to the union requires from 5 to 15 minutes, with an average of 8 minutes.

The women's garment industry, which has been regarded as one of the typical sweatshop trades, has been reorganized through control and supervision of all the shops in the industry so that the improvement in the sanitary conditions of the shops has been very remarkable in the past 10 years.

There are comparatively few hazards connected with the work in this industry. The number of accidents is relatively small and those that do occur are principally cuts, burns, and injuries to fingers from needles. There are no special hazards from dust or from carbon monoxide or carbon dioxide gas. There was considerable hazard from overwork and fatigue when work was done on the piecework basis, but under the weekly wage basis this has been largely eliminated. Insufficient and poor illumination is the cause of a considerable amount of defective eyesight due to overstrain or glare, while defective seating arrangements resulting in faulty posture are a considerable hazard in many branches of the trade.

Although the task of studying the records in detail has not yet been undertaken, the following facts in relation to the disease incidence among these workers have been determined:

About 2 per cent of the workers suffered from pulmonary affections, notably fibroid phthisis, asthma, emphysema, and chronic bronchitis. This, also, presents a much smaller group than in former investigations. There were 556 cases of chronic cardiac disease among the 36,510 candidates for admission to the union. About 15 per cent of the persons examined suffered from some form of gastrointestinal disease, chiefly the neurotic type. About 25 per cent suffered from neurasthenia. This percentage, while considerably lower than that shown in former investigations, is still too great. The prevalence of this disease among garment workers is partly explained by racial and economic conditions in the industry. The other diseases that we have found quite frequent among our workers are rheumatic affections, various forms of neuritis, diabetes, and endarteritis obliterans [inflammation of the inner coat of an artery resulting in its obliteration].

Industrial Accidents in the California Oil Fields.

A STUDY¹ of the accidents occurring to the employees of 10 representative California oil companies during the years 1921 and 1922 was made during the past summer by the United States Bureau of Mines. The progress of the "safety first" movement in the oil fields has been rapid in the past few years, but the

¹ United States Bureau of Mines reports of investigations, serial No. 2557: Industrial accidents in the California oil fields, by H. C. Miller.

tendency toward carelessness of men engaged in hazardous occupations has been particularly evident in this industry, and the increasing danger involved in the drilling for and the production of oil and gas has made it evident that everything possible must be done to reduce the hazards of the industry. This study of the causes of accidents is the foundation upon which the present work on safety in the oil fields will be carried on.

In this report 4,108 accidents causing disability lasting longer than the day of the injury have been tabulated to show the cause and frequency of the accidents, nature of injury, days lost, and occupation of the injured persons. These accidents, which occurred during the two-year period among the employees in the drilling and producing departments of the 10 oil companies whose records were available, resulted in a total loss of 274,829 days. This represents approximately two-thirds of all the lost-time accidents in the California oil fields and can be considered as fairly representative of accidents in this industry in California.

Of the 4,108 accidents 30 were fatal, 129 resulted in permanent partial disability, 1,048 in temporary disability of 15 days or over, and the remainder in disability lasting from 1 to 14 days. The most frequent cause of accident was the machinery at drilling and producing wells, which accounted for 14.17 per cent of the accidents and 29.38 per cent of all the lost time, the average number of days lost per accident being 138.8. Twelve per cent of the accidents were due to heavy lifting and straining but caused an average time loss of only 25.1 days, or 4.5 per cent of the total days lost. Falls of persons, which were of a serious character, as they were mainly from derricks and derrick ladders, formed 11.05 per cent of the accidents and caused 19.31 per cent of the lost time, or an average of 117.1 days per person. Falling objects were also the cause of a large number of accidents, the average number of days lost from this cause being 113.9.

The following table shows the relative severity of the different causes of accidents:

NUMBER OF ACCIDENTS, DAYS LOST, AND AVERAGE NUMBER OF DAYS LOST PER ACCIDENT, BY EMPLOYEES OF 10 CALIFORNIA OIL COMPANIES, 1921 AND 1922, BY CAUSES.

Cause of accident.	Number of accidents.	Days lost.	Average number of days lost per accident.
Stepping on objects.....	168	1,318	7.8
Vehicles.....	17	187	11.0
Hand tools.....	272	3,378	12.4
Dropping objects or materials.....	225	3,143	14.0
Heavy lifting and straining.....	493	12,368	25.1
Other machinery.....	51	1,677	32.8
Miscellaneous.....	212	7,792	36.7
Flying objects.....	297	11,142	37.7
Running into or striking objects.....	206	8,326	40.4
Struck by moving object.....	438	20,662	47.1
Automobiles, trucks, and tractors.....	121	9,622	79.5
Burns.....	215	20,859	97.4
Struck by falling objects.....	357	40,555	113.9
Falls of persons.....	454	53,072	117.1
Machinery at drilling and producing well.....	582	80,728	138.8
All causes.....	4,108	274,829	65.8

It was found that 39.34 per cent of the accidents, causing 54.27 per cent of the total number of days lost, were sustained by the crews engaged in drilling operations. Accidents to pumpers and oilers formed only 3.58 per cent of the total number but ranked in severity next to those to the drilling crews, amounting to 13.19 per cent of the days lost. Roustabouts and laborers ranked second in the number of accidents sustained but lost only 6.7 per cent of the total number of lost days. These figures show that the workers whose duties bring them within range of the derricks are exposed to the most serious hazards connected with the work in the oil fields.

The relation between the accidents and time lost and the number of employees exposed to these hazards is shown in the following table for 9 of the 10 companies included in this report. In computing the severity rate a fatal accident has been taken as equivalent to 6,000 days' lost time.

NUMBER OF ACCIDENTS, TIME LOST, AND ACCIDENT SEVERITY RATES OF EMPLOYEES OF NINE REPRESENTATIVE CALIFORNIA OIL COMPANIES, 1921 AND 1922.

Year.	Average number of employees.	Number of accidents.	Number of days lost.	Number of accidents per 100 employees.	Accident severity rate. ¹	Average days lost per accident.
1921.....	11,719.0	² 1,883.0	158,633	16.1	13.5	84.2
1922.....	12,798.0	³ 2,080.0	107,783	16.3	8.4	51.8
Average.....	12,258.5	1,982.5	133,208	16.2	10.9	67.2

¹ The "severity rate" is the number of days lost per full-time worker.

² Includes 19 fatal accidents.

³ Includes 10 fatal accidents.

No records were available as to the total number of men employed in the California oil fields during the years 1921 and 1922, so that it was impossible to compute the fatality rate per 1,000 employees for the industry as a whole. The rate for the nine companies reporting the average number of employees, however, was 1.6 killed per 1,000 employees in 1921 and 0.8 in 1922, or an average of 1.2 for the two years.

The average time lost by the employees of nine of the companies from injuries received during the course of employment amounted to slightly more than 3 per cent of the total days worked. At a conservative average wage of \$7 a day for these workers, the total time lost represents a wage loss of nearly \$1,000,000 a year, without taking into account the large amount lost through decreased work as a result of the disorganizing effect which accidents have on the workers.

WORKMEN'S COMPENSATION.

Recent Reports.

Pennsylvania.

THE Bureau of Workmen's Compensation of the State of Pennsylvania has submitted in mimeographed form its annual report covering the year ending December 31, 1923. During this period 200,435 accidents were reported, the largest number since 1917 and an increase of 54,180 over the number reported in 1922. The total number of accidents reported since the law became effective January 1, 1916, is 1,482,750.

Classifying the accidents for the year into three principal groups, 105,473 were credited to the industrial group, of which 923 were fatal. In mines there were 59,882 accidents, of which 1,017 were fatal; while in public service 35,080 were reported, of which 472 were fatal. The number of fatalities in 1923 exceeded those of 1922 by 522, but fell below the number reported in any other year, except 1921, since the law became effective, January 1, 1916. The greatest increases were in the nonfatal compensable accidents, the excess over 1922 being 19,005, and in noncompensable accidents, where the increase was 34,653. The number of nonfatal compensable accidents in 1923 was practically double the number in 1918 and nearly treble that in 1919, the figures for those years being 53,783 and 38,942, respectively. In 1920 there were 93,598 nonfatal compensable accidents, representing an increase over the previous year far exceeding that of 1923 over 1922. No explanation is offered for the sharp fluctuations in these numbers.

During the year 1923, 84,747 agreements for the payment of compensation were approved, including those in 1,952 fatal cases and 2,503 cases of permanent disability. The report makes no separation of permanent partial and permanent total disability cases. The compensation awarded totaled \$13,143,393, of which \$5,898,939 was for death, \$2,873,481 for permanent disability, and \$4,370,973 for temporary disability. Since the act became effective, compensation liabilities have totaled \$83,036,388. During the year, compensation benefits terminated in about 85,000 cases, but most of the cases can be reopened at any time during 500 weeks from the date of the agreement if the disability due to the original injury should recur. The report states that "the law is functioning satisfactorily," as is indicated by the fact that in 97 per cent of the cases compensation was paid under voluntary agreements, while only 3 per cent were contested before the referees.

In the 1,683 agreements and awards in fatal cases during the year, compensation was incurred amounting to \$5,872,039 or an average of \$3,489 per case. Besides these there were 3,449 cases involving no

dependency, in which an average of \$98.12 was awarded, the amount being paid toward defraying the expenses of the last sickness and burial.

A section of the report is devoted to agreements and awards in cases of specified injuries. Thus there were 621 cases of loss of eye in 1923, 21 of which were cases involving loss of both eyes. The total compensation awarded since 1916 in 4,526 cases of loss of eye was \$6,201,763 or an average of \$1,370 per case.

There were 303 cases of loss of hand in 1923, in 4 of which both hands were lost. The total compensation incurred for these injuries was \$601,745. The history of the act covers 1,952 cases of loss of hand, with an average award of \$1,767.

There were 77 cases of loss of arm in 1923 (1 in which both arms were lost), 170 of loss of foot (2 in which both feet were lost) and 111 of loss of leg (5 in which both legs were lost). The average compensation for loss of an arm, during the period 1916 to 1923, was \$2,118; of a foot, \$1,594; and of a leg, \$2,111. No indication is made as to the amount of the award where both members were lost, this average being of the total number of awards, whether one or two members were involved.

Under the law, the loss of both hands, both arms, both feet, both legs or both eyes constitutes total disability. Total disability may also result from other causes. Thus there were, in 1923, 41 cases of total disability, due to various other causes (including broken backs, etc.), not specifically mentioned in the law, in which compensation in the amount of \$106,824 was incurred. The history of the act shows 209 such cases, with an average award of \$3,727.

For temporary total disabilities the sum of \$4,370,973 was paid during 1923 in 80,292 cases, or an average of \$54.44 per case. The average since 1916 for 507,558 cases was \$48.38.

The adjustment division reports that "during 1923, as in each previous year since the creation of the division, there was a decided increase, as compared with the preceding year, in the number of cases handled. The division consists of a field force of eight men, with a chief adjuster at the capital. The services of these adjusters have been the means of settling many disputed cases, which otherwise would have resulted in litigation and legal expense to employers and employees." The number of compensation agreements "secured and approved" by the division during the year was 2,084. Various other activities of the division involved the adjustment of noncompensable cases where medical expenses only were paid, the investigation of interstate commerce cases not covered by the act, cases of fatalities without dependents, the investigation of various petitions, subrogation cases, cases barred by the statute of limitations, etc. The total number of cases adjusted during the year was 5,189, leaving 182 cases on hand at the beginning of 1924.

A separate account is given of the activities of the bureau as regards State employees injured in the course of employment. Benefits and expenditures in behalf of such employees are paid by check by the State treasurer. The amount for the year 1923 was \$56,030.44. Compensation is being paid for 39 fatalities, of which 32 were in the department of highways, 3 in the department of State police, 2 in the game commission department, 1 in the adjutant general's de-

partment and 1 in the department of fisheries, and for 22 cases of permanent disability, total or partial, of which 16 were in the department of highways.

Insurance is compulsory under the law, but self-insurance is permitted on the recommendation of the division of exemption and insurance. During 1923 this privilege was granted to 515 employers and their subsidiaries. The success of the work of this division is indicated by the fact "that there has never been a default in the payment of any compensation on the part of an employer granted the privilege of operating as a self-insurer." The statute is elective, but rejections are rapidly decreasing; "every large employer is now operating under the act, and rejections are only served by small employers who hire one or two persons."

The concluding item of the report relates to petitions for commutations to lump-sum payments. These were passed upon by the workmen's compensation board, 876 such cases coming before it during the year. Of these, 567 were disability cases and 309 were death cases. In 344 cases of disability the request was granted, while in 150 it was refused. In 181 fatal cases the petition was acceded to, while in 115 it was refused. The paying off of mortgages and the purchase of property were the most frequent uses for the money awarded, the benefits in 33 per cent of the disability cases and in 47 per cent of the fatal cases being awarded for these purposes. Other purposes for which lump-sum payments were granted included the paying of debts, starting into business, or leaving the country, while in a small proportion of cases the commutation was made to allow for the payment of living expenses and in a still smaller proportion for the purpose of buying artificial appliances.

United States.

THE United States Employees' Compensation Commission has made its seventh annual report, covering the fiscal year ending June 30, 1923. As in previous reports the fuller details of accident data and expenditures cover the preceding year. Summarizing the expenditures for each fiscal year, a steady growth is shown in the expenditures from the compensation fund. The administrative expenses, however, were highest in 1921, the two succeeding years each showing reductions. The compensation for disabilities in 1923 amounted to \$1,122,181.82, besides \$348,508.44 paid in lump-sum awards. Medical treatment and supplies cost \$546,747.30. Death benefits amounted to \$649,898.11, besides lump-sum awards of \$9,773.80 and burial expenses of \$19,587.67. Adding to these amounts transportation and court costs gives a total disbursement of \$2,726,530.83, as compared with \$2,627,170.08 in 1922. Taking the first complete fiscal year (1918) as a basis of comparison, the payments in 1919 were 98.19 per cent above the preceding year, advancing to 295.55 per cent in 1920; 326.13 per cent in 1921; 371.98 per cent in 1922; and 386.05 per cent in 1923.

Under the law, as under the laws of many States, where injury is due to negligence of a third party there is a right of recovery against such third party. If the settlement made or judgment collected

exceeds the amount of the award under the compensation act the surplus is paid to the beneficiary, but an offset is made of the expenditures and awards under the compensation act. During 1923, 1,397 nonfatal cases came under this head, involving benefits in the amount of \$91,773. Recovery against the third party was had in 288 of these cases, the amount recovered being \$205,686, or \$113,913 in excess of the total benefits awarded. In fatal cases the experience was not so favorable. Out of a total of 71, eight recoveries have been had, amounting to \$16,650. The estimated valuation of these eight cases amounts to \$44,467. Recoveries were made in 15 other cases, but the amount recovered has not been reported.

The number of accidents reported was at its maximum in 1919, when 25,813 injuries were reported to the office, while in 1922 the number had fallen to 18,259. These figures are for calendar years. The first six months of 1923 showed a continued reduction, the number for that period being 8,753, a decrease of 1.47 per cent as compared with the same period in 1922. There is naturally a reduction in the number of claims received, but it is noted that this reduction is in excess of the reduction in number of injuries reported. This is said to be "undoubtedly due to the fact that greater attention is being given to the reporting of all accidents than formerly, and a greater number belong to the noncompensated group," i. e., disabilities lasting not more than three days.

During the calendar year 1922 there were 12,351 injuries upon which apparently final action was taken; of these 281 caused death, 51 caused permanent total disability, and 450 caused permanent partial disability. Of the cases of temporary disability 2,068 terminated within three days, while 2,168 had a duration of from four to seven days. The number of cases continuing beyond 28 days was 2,837. The Post Office Department reported the greatest number of injuries in 1922, 4,229 cases, the War Department was second, with 3,696, and the Navy third, with 1,548. In 1920 the largest number of injuries occurred in the War Department, the Navy being second, and the Post Office Department third. In 1921, however, the Post Office led the Navy as regards injuries incurred in the service, and in 1922, as already stated, the advance increased so that it led all the departments. The largest number of accidents in any group of employees occurred in the city mail service (outdoor) 2,202, while the indoor service in the same department was next with 1,111 cases. There were 30 cases of injury in the aerial service of the Post Office, all temporary.

The average duration of disability in all cases was 28 days, while for compensated cases it was 46 days. The average award was \$81.25. The total days' duration of all compensated cases of injury was 273,890, of which 21,974 was taken in the form of leave. During the period of leave the regular pay continues, while for the compensated period only two-thirds of the pay, not exceeding \$66.67 per month, is available.

One of the factors of compensation adjustments on which scanty data are available is the remarriage rate for widows. Under the Federal law, benefits to widows are payable during widowhood, so that the question of remarriage is involved in the probable accrual of costs during the continuance of a compensation system.

The following table shows the experience under the Federal act since its inception in 1917:

REMARRIAGE RATES OF WIDOWS FOR 7-YEAR PERIOD, SEPTEMBER 7, 1916, TO SEPTEMBER 6, 1923, BY AGE GROUPS.

Age group.	Number of widows.	Number remarried.	Years exposed.	Remarriage rate per 100 years' exposure.
Under 21 years.....	33	18	92	19.57
21 and under 26 years.....	113	40	368	10.87
26 and under 31 years.....	160	36	508	7.09
31 and under 36 years.....	167	26	580	4.48
36 and under 41 years.....	140	16	446	3.59
41 and under 46 years.....	116	9	365	2.47
46 and under 51 years.....	98	3	340	.88
51 and under 56 years.....	83	1	295	.33
56 and under 61 years.....	56	.....	185	.....
61 years and over.....	64	.....	224	.....
All ages.....	1,030	149	3,413	4.37

The average age of all widows included in the above table is 38.9 and the average age of those remarried is 29. The average time elapsed from the date of death of husband to remarriage of widow was 39.76 months.

Though the law provides that compensation shall be two-thirds of the wages, in practice the limitation of \$66.67 per month reduces the awards to an average of considerably less than 50 per cent of the wage. In 1917-18, the percentage of wages lost that was paid in compensation was 44.15; in 1919, 44.50; in 1920, 41.18; in 1921, 43.34; and in 1922, 44.40. These figures cover only temporary total disability cases, others being difficult or impossible of computation. Among the higher-paid employees the compensation is considerably below 40 per cent.

A considerable section of the report is taken up with an account of the proceedings in connection with the interpretation of the act to cover compensation for injuries not due to accident, as that term is usually defined. From its beginning the commission has allowed benefits in cases of occupational poisonings and diseases, a considerable roll of such beneficiaries having developed. On July 5, 1922, the Comptroller General of the United States made a construction of the law that would bar such benefits. The commission stated its position and the grounds therefor, but failed to change the ruling of the Comptroller General. After their exchange of opinions and views, reference was made to Congress with the hope of securing a legislative settlement of the question but in view of the shortness of the term the action taken was a simple continuance of existing awards, though the House did pass a bill confirming the commission's interpretation of the act. The commission then carried the case to the President, who submitted an inquiry to the Attorney General, along with a brief prepared by the commission, asking his construction of the law. In the opinion rendered in response to this request the position of the commission was upheld, so that not only could previous awards be continued, but new cases might also be acted upon.

REHABILITATION.

National Conference on Civilian Rehabilitation.

A NATIONAL conference on the vocational rehabilitation of civilian disabled was held in Washington, D. C., February 4-8, 1924. Delegates were present from 32 States, and in addition to those representing Federal or State rehabilitation work, there were delegates from the Employment Service of Canada, the Maryland State Board of Labor Statistics, the United States Veterans' Bureau, the Women's Bureau and the Children's Bureau of the Department of Labor, the National Committee for the Disabled, the National Committee for the Prevention of Blindness, the Association for the Crippled and Disabled of Cleveland, Ohio, the American Rehabilitation Committee, the National Association of Manufacturers, the Conference Committee on the Care of the Disabled of Chicago, the National Conference of Social Workers, the United States Chamber of Commerce, and the National Red Cross.

At the opening meeting on February 4, while the humanitarian side of the work was not ignored, special stress was laid on its economic aspect. Civilian rehabilitation is at present carried on cooperatively, the Federal Government contributing a certain sum, proportioned to population, to any State complying with certain requirements, one of these being that the State must give to the work a sum at least equal to the Federal appropriation. The funds are administered and the active work carried on by the State, with the Federal Board for Vocational Education acting as a coordinating force, giving such assistance and cooperation as circumstances require.

Senator S. D. Fess, of Ohio, reviewing the work done thus far, pointed out that Congress had made appropriations for a four-year period only, that this period ends with June of this year, and that the desire for tax reduction has made Congress question the renewal of appropriations for civilian rehabilitation. Nevertheless, the work of the past four years has proved the economic value of the rehabilitation program, and money spent for this purpose should be regarded as a national investment.

Hon. J. J. Davis, Secretary of the Department of Labor, speaking on "The significance of vocational rehabilitation to labor," pointed out the increasing risk in industry due to the steady increase in the use of mechanical appliances in all its branches. Urging that Congress renew the appropriations for rehabilitation work, he pointed out that the average age at which a man is disabled is 32 years, at which time he has a life expectancy of 30 years, and that the cost of rehabilitating him, something under \$260, is ridiculously small when compared with the cost of maintaining him through these remaining 30 years. The rehabilitation program, he added, is the logical next step in the economic program which began with workmen's compensation.

The compensation laws work a great advantage to labor, to the extent of rendering adequate medical and surgical treatment, hospitalization, and providing a maintenance wage for the period of incapacity, or compensation for loss of members. But they do not provide a means of readjusting the worker to

employment. This has been left to the injured man himself, and it has been found in the great majority of cases this readjustment, if made at all, is a poor one. * * * The experience of the States which have carried on this work in cooperation with the Federal Government in the last three and a half years has demonstrated beyond the shadow of a doubt that it is one of the most important national programs in the advance of human conservation.

Dr. R. M. Little, Director of Rehabilitation for New York, pointed out that the total cost, both State and Federal, of rehabilitating 4,530 persons during the last year was \$1,159,000, an average of less than \$260 for every disabled person who was returned to some gainful occupation. The rehabilitation program, he stated, provides for prevention, medical and surgical aid, and rehabilitation. Of the thousands annually maimed in civilian pursuits, perhaps 50 per cent can not be reclaimed at all, while another 25 per cent may not be willing to be reinstated in industry. It is the remaining 25 per cent, that wants to remain useful if given the chance, that constitutes the scope of the rehabilitation program.

At succeeding meetings the scope and limits of the movement, its problems and the responsibility of different bodies for its support, were discussed by a wide range of speakers. On Tuesday morning Dr. R. M. Little, of New York, opened a discussion on "The norm in rehabilitation," and Miss Helen McCoy, rehabilitation assistant, of Albany, N. Y., discussed "An analysis of rehabilitation." On Tuesday afternoon, Dr. John B. Andrews, director of the American Association for Labor Legislation, traced the progress made in social and labor legislation during the last decade, and Mr. Matthew Woll, vice president of the American Federation of Labor, spoke upon the worker's interest in rehabilitation. Miss Mary Anderson, director of the Women's Bureau, pointed out the special significance of the movement to women. The employment of women in certain dangerous occupations is prohibited, but apart from this they are subject to all the normal risks of industry. Usually their wage level is lower than men's, so that they are less prepared to endure the consequences, physical and financial, of an accident, and as industrial opportunities are fewer for them, they are less able to readjust themselves to the demands of industry after they have once been incapacitated.

H. J. Mellum, secretary of the Nash Motor Co., discussed the responsibility of industrial management for the vocational rehabilitation of injured workmen, and told of the methods used by his company in restoring men who were incapacitated for the kind of work at which they had been injured. Sometimes the training which they had obtained in the former position could be directly utilized in another kind of work; sometimes it was necessary to give new training, but even then the familiarity with the industry counted. He emphasized the economic waste and the inhumanity of throwing the injured workman on the scrap heap, so to speak, and declared that industry, society as a whole, and the Government as its exponent, must take a hand in the reconstruction of the crippled man machine.

Dr. Herman Schneider, dean of the College of Engineering and Commerce of Cincinnati, emphasized the facts that the training a man has received in one job will often be available for another, that after all, his brain is his best asset, and that this is not necessarily injured by the accident which incapacitates him. Often it was found that a man who had lost an arm or leg could, after training,

fill a better position than he had held before his accident. The special need is for individual treatment for each case. Failure of a rehabilitated man to make good usually means that he has been misplaced.

An especially important meeting dealt with the subject of physical rehabilitation. Dr. Fred Albee, of New York City, spoke on "Physical reconstruction," Dr. H. Winnette Orr, of Lincoln, Nebr., on "Physical reconstruction and its relation to vocational rehabilitation," and Dr. Willis C. Campbell of Memphis, Tenn., described an experiment in the establishment and operation of a rehabilitation hospital. The addresses were illustrated with lantern slides, showing the operations by which patients had been rehabilitated in spite of apparently insurmountable physical handicaps. They brought out, also, the fact that the crippled civilian has benefited largely by the advance in surgical knowledge due to war experience. Surgery deals not only with the industrial cripple, but with the crippled child and the crippled adult, whether their handicap be the result of accident, or of disease, or is congenital.

Other meetings were largely given over to discussions, led by supervisors of civilian vocational rehabilitation from various parts of the country. Percy Angove, of Lansing, Mich., opened a discussion of eligibility and susceptibility, and Willis W. Grant, Des Moines, Iowa, dealt with the determination of rehabilitation. Necessary qualifications of State rehabilitation personnel were discussed by H. L. Stanton, Raleigh, N. C., the value and character of rehabilitation statistics by Herbert A. Dallas, Boston, Mass., and control of costs, administrative training, appliances, equipment and supplies, by Marlow B. Perrin, Columbus, Ohio.

Most of the meetings dealt with special or technical problems in connection with the carrying out or recording of the work. In general, three points were stressed: (1) The advisability of adopting uniform methods of recording work, so that results might be compared and all benefit by the experience of each group; (2) the desirability of close cooperation between the Federal and State boards, and between the various agencies interested from one standpoint or another in the rehabilitation of those injured in industry; and (3) the necessity of giving to each case individual consideration, and of having a sufficiently flexible system to allow for the countless variations and oddities due to the sufferer's personal peculiarities and antecedents.

The renewal of the Federal appropriations for at least a period of four years came in for much attention, and the economic value of the rehabilitation work was stressed by a number of the speakers. A statement given out, in connection with the conference, by the chief of the rehabilitation service of the Federal Board for Vocational Education, from which the following quotation is made, gives some striking figures bearing on this point. The average cost of rehabilitating a disabled worker is given as \$253, which includes everything from the original induction of the disabled person into vocational training to his final successful placement in employment.

The persons who receive the aid of the rehabilitation service are, as a rule, persons who would be helpless dependents for the duration of their natural lives. Their average age has been shown to be around 32. Rehabilitation lifts these persons out of the class of dependents, and restores them to self-

supporting employment. At the small average cost of \$253, society not only saves the expense of their life-long maintenance, but also profits from their life-long contribution to national production.

The State of New York has estimated that the average initial earnings of a rehabilitated person are \$1,000 per year. The average cost of maintaining a dependent person in that State is \$300 per year. The entire cost of rehabilitation, in the average case, is less than one year's bill for maintenance. * * *

In view of these facts I believe that civilian rehabilitation has proven itself to be one of the most profitable economic experiments that the Federal and State Governments have ever undertaken. It is an investment, not an expense. It repays itself not only in dividends of economic profit, but also in dividends of contentment and social welfare. It is one of those rare public enterprises in which both economics and humanitarianism meet.

Training and Employment Work of Pennsylvania Bureau of Rehabilitation.¹

IN NOVEMBER, 1923, 53 disabled persons, who were unable to obtain employment in the usual way, registered with the Pennsylvania Bureau of Rehabilitation. In the same month that bureau found suitable positions for 33 disabled persons and furnished 10 artificial appliances to disabled registrants. There are now 3,917 names of disabled persons on the bureau's rolls.

Among the hundreds of rehabilitated persons placed in various kinds of employment, ranging from suitable unskilled jobs to positions requiring professional training, there are numerous examples of unusual pluck and energy.

A young pressman whose right hand was mangled four years ago in a printing plant successfully finished a course last spring in one of the Pennsylvania normal schools and is now a teacher in a public school.

An Italian boy lost his entire right arm in 1919. Both of his parents were illiterate. With the bureau's encouragement and assistance he completed a high school course. He graduated last year near the head of his class and is at present in college.

Another severely disabled boy who had talent for drawing was entered in an industrial art school and has already taken one of the prizes awarded to beginners by that school.

Two other young registrants, each of whom had lost a hand, completed their high school courses. One is now preparing for a legal career and the other is being educated at church expense for the ministry.

A youth whose left hand was amputated took with the bureau's help a three years' course in mechanical drafting in a State industrial school, while another youth who had lost his left hand is now in the second year of a mechanical engineering course in a western Pennsylvania technical institution.

A young man whose right hand was disabled in a mine accident was entered in an intensive summer course in mining at State College and later passed the State examination to qualify for the job of mine fire boss.

Through the bureau's efforts an ambitious blind man is successfully soliciting insurance in one of the Pennsylvania cities.

¹ Pennsylvania. Department of Labor and Industry. Labor and Industry, Harrisburg, January, 1924, pp. 12, 13.

LABOR LAWS AND COURT DECISIONS.

Labor Legislation of 1923.

By LINDLEY D. CLARK, OF THE UNITED STATES BUREAU OF LABOR STATISTICS.

SINCE its organization the Bureau of Labor Statistics and its predecessors have published the labor laws of the States and of the United States. Occasional basic compilations have been published at irregular intervals and these have been supplemented by annual bulletins. However, prior to Bulletin No. 148, the latest compilation to date (1913), the laws, instead of being printed as separate bulletins, appeared in the bimonthly bulletin of the bureau.

The office is at present preparing a new compilation of all the laws, which will embrace the legislation of 1923, so that no separate bulletin of the legislation for that year is contemplated. The present summary enumerates such legislation, giving a brief account of its subject matter.

In 1923, the legislatures of 44 States met in regular session, five of these also holding extra sessions (three in Texas). There were, in addition, two extra sessions of legislatures not regularly convened in the odd year. Besides these were the Congress of the United States, the legislatures of the Territories of Alaska and Hawaii and of the Island Possessions of Porto Rico and the Philippines. Not all these 58 legislative sessions produced legislation coming within the scope of the present review, but nearly all enacted laws in some degree affecting the conditions of employment or the status of employers or of employees.

Contract of Employment.

THE inducing of contracts by means of false representations is penalized in a number of States. California (Act No. 262) amended her law on the subject by adding to the class of contracts to which the law applies contracts calling for removal from this State. In Minnesota (ch. 272) failure to give notice of an existing strike or lockout is construed as false advertising or misrepresentation; persons influenced by false representation to make a contract have a right of action for damages sustained, including an attorney's fee. An amendment to the New Hampshire statute is made by chapter 92, which fixes the penalty for one violating or authorizing or permitting the violation of the law as to notice of labor disputes at a fine of not more than \$100, or imprisonment not over six months, or both.

Interfering with the free relations and good faith of employers and employees by gifts, bribes, or other inducements to agents making purchases or securing repairs, etc., for their employers is penalized by an amending act of Michigan (No. 146), which declares that incrimination does not excuse one from testifying, though no natural person will be subject to penalties for statements made over objec-

tion or on account of documents produced under subpœnas. The Pennsylvania statute on the subject (No. 398) declares the giving of such gifts or bribes unlawful, and that custom can not be pleaded as a defense.

The Congress retained in its naval appropriation bill (ch. 28) and in its appropriation for the War Department (ch. 178) the customary prohibition of the use of stop watches, the giving of bonuses, etc.

Corporations are authorized to sell stock to their employees by acts of Colorado (ch. 89), Illinois (p. 282), and Washington (ch. 110). Colorado also authorizes profit sharing. In all cases, action is to be taken by the stockholders with regard to the details of the issue of stock. The Washington statute applies to public-service corporations only.

The employment, as drivers of passenger vehicles, of persons addicted to the use of intoxicants subjects the employer to a forfeiture of \$5 a day under a Wisconsin statute (ch. 446), and if the employer receives a written notice which has been sworn to, to the effect that the driver of such vehicle was intoxicated, such driver must be discharged (ch. 108).

Employment on public works in the State of Arizona is the subject of an act (ch. 77) which directs that only citizens or wards of the United States may be employed on such work; and actual resident citizens of the State are preferred, no other person to be employed until a verified statement has been submitted to the State auditor. In Florida also (ch. 9146), preference for local labor, material men, contractors, and builders is directed on public works.

An act of Congress (ch. 265) provides for salary classifications and descriptive groupings of the employees of the United States.

Examination and Licensing of Workmen.

MOST of the laws dealing with the examination of workmen are amendments or revisions of earlier legislation, without substantive change of importance.

Aviators.—The licensing of aviators after test is a subject of the laws of Connecticut (ch. 243), Hawaii (No. 109), and Oregon (ch. 202).

Barbers.—Barbers were the subject of legislation in Illinois (p. 165), Minnesota (ch. 243), Washington (ch. 75), and Wisconsin (ch. 448). The last-named State also included managers, etc., of beauty parlors under its law, this law and the regulation of barbers forming a part of the newly revised health code of the State.

Chauffeurs.—Most numerous of all are laws relating to chauffeurs. Considerable divergence appears in this legislation, Massachusetts and Pennsylvania apparently abrogating the distinction between owner operators and paid drivers, California and Illinois making such a distinction, Delaware also making a special provision for drivers of public-service vehicles. Legislation on the subject was enacted in Alabama (Act No. 290), California (ch. 266), Connecticut (ch. 257), Delaware (ch. 5), Florida (ch. 9269), Idaho (ch. 154), Illinois (p. 546), Massachusetts (ch. 464), Michigan (Act No. 186), Oregon (ch. 33), Pennsylvania (Act No. 296), Vermont (Act No. 82), and Washington (ch. 122). Other provisions besides those noted refer to the age

limit, Alabama requiring an applicant to be at least 18 years of age, while in California operators may be as young as 14 years of age, and employed chauffeurs 16. Illinois requires paid employees to be 18. In Pennsylvania operators and chauffeurs alike must have reached the age of 16 years. Chauffeurs who violate traffic regulations of the State of Washington may be required to give up their licenses for a first offense, receiving a blue one in its stead. If the holder of a blue license is before the court, this in turn may be revoked and a yellow one given him; and if he is again brought up for a hearing the yellow license may be canceled in the discretion of the court.

Plumbers.—The law of Wisconsin with regard to the examination and licensing of plumbers is a part of the health code of the State (ch. 448).

Fishermen.—Differing from the foregoing laws in being purely a revenue matter, and not involving questions of skill or public health, is the requirement of an Alaskan statute (ch. 94) requiring fishermen to pay license fees before engaging in their vocation. Residents pay \$1 regardless of the nature of their equipment, while nonresidents pay from \$3 to \$5 per annum according to the gear used.

Wages.

TIME of payment.—The time of payment of wages is the subject of a law of Alaska (ch. 49), which directs that wages shall be paid monthly within 15 days after the end of the month in which they were earned, in good and lawful money or by check cashable without discount. If the laborer must sue he is to be allowed attorney's fees, not less than \$10 nor more than \$50, and \$25 damages. The semimonthly payment law of Wyoming is amended (ch. 36), the amendment requiring that regular pay days be observed and a copy of the law posted. Other than semimonthly pay days may be arranged for by agreement between the parties, but such agreement may not be made a condition of employment. In Massachusetts the weekly payment of wages is required (ch. 136) of transportation companies, theaters, motion-picture houses, and dance halls, and of all employers of janitors, porters, or watchmen—this in addition to the prior existing list of employers under the act.

Collection.—The collection of wages by the State commissioner of labor is provided for under a law of Arkansas (No. 380), the commissioner or a person authorized by him being given power to hear and decide disputes with regard to wages in amounts not exceeding \$200. Either party may appeal to the court from this decision, and if the claimant sets forth that he has not more than \$25 above the necessities for himself and family, the commissioner of labor may institute proceedings in his behalf. The California law of similar effect was amended (ch. 257), by adding a provision which declares that the commissioner of labor need pay no court costs in such proceedings. The law of Porto Rico making provision for the recovery of wages of farm laborers was amended (No. 12) so as to include all classes of workers and employees in manual employments. Proceedings are before a municipal judge on simple complaint, with wide latitude for evidence and provision for speedy decision and enforcement.

Not falling within the strict definition of labor legislation, but of interest to the wage earner, is the establishment of small claims courts. New and amendatory legislation on this subject was enacted last year in Idaho (ch. 177), Minnesota (ch. 262), and Nevada (ch. 149).

Wage brokers.—Laws of Connecticut (ch. 223) and Rhode Island (ch. 2312) relate to the business operations of wage brokers, the former statute amending the law as to issue and revocation of the license required and the latter being a complete enactment as to loans up to \$300 at an interest rate above 12 per cent. In such case an annual license fee of \$100 is required. Interest may not exceed $3\frac{1}{2}$ per cent per month; the wage assignment must be for a simultaneous loan and be signed by the spouse if the assignor is married. A verified copy must also be served on the employer.

The Ohio law (p. 209) limits the assignment of wages in all cases to 50 per cent of the personal wages of the assignor.

Exemptions.—The laws relating to exemption of wages from attachment by execution were amended in Illinois (p. 413) in procedure only; in Maine (ch. 125), where the exempt amount must be paid to the defendant the same as if there had been no action; and in Oregon (ch. 204), where other earnings besides those for the employer are to be combined to make up the total of \$75, which is exempt for any 30-day period. The wages and salaries of public employees may be garnished in Alabama (Act No. 427), but only on final judgments and with the consent of the official in charge of payment. No limit appears to be set on the amount of the wages, etc., that may be garnished.

Contractors' bonds.—The protection of the wages of contractors' employees is the subject of a law of Colorado (ch. 144), which has particular reference to the wages of miners employed on leased coal lands. Any failure of the lessee to pay wages is to be followed by the requirement that he give bond in the amount of \$1,000 for each 10 men hired, on which his employees may bring action. The Minnesota law is amended (ch. 373) so as to protect the equipment and supplies furnished for men or animals engaged on the contract. In New Mexico (ch. 136) a bond equal to 50 per cent of the contract price is to be given where a contract exceeds \$500 in amount. The Colorado law (ch. 155) requires a bond only if the contract is for more than \$1,000. An added provision of the Oregon law (ch. 24) authorizes the officer in charge of the public work to pay the laborers and charge the amount to the funds due or to become due on the employer's contract. Wages on public works are also the subject of a Tennessee statute (ch. 121), which directs that the contractor's bond shall cover immediate and remote subcontractors. The Wisconsin law is amended (ch. 167), requiring action to be brought on the bond within three months.

Rates.—Rates of wages in public employment were considered in Massachusetts (ch. 350), the law requiring that the rates for temporary service as a city laborer shall not be less than for the permanent force. In Porto Rico (No. 11) a minimum of \$1 for a day of eight hours is fixed. The highway law of Indiana (ch. 194) fixes eight hours as a day's work for citizens working out their road tax. Such person may, in lieu of work, pay the supervisor \$2 for which the

latter may hire a workman or turn the money over to the township trustee.

Mechanics' liens.—Numerous amendments or extensions were made to the mechanics' lien laws of the different States, Alabama (Act No. 441) giving a lien to jewelers, watchmakers, and silversmiths, and by another act (No. 397) to the owners of peanut-picking machines for work done, the subject matter of the work being under lien for the payment of the services rendered. In Alaska (ch. 53) laborers engaged in packing fish or preparing and packing food meal, fertilizer, oil, etc., have a lien on the products of their labor.

Various statutes of Arkansas relate to this subject; Nos. 513 and 615 prescribe methods of establishing liens on oil and gas wells, their output, machinery, tools, etc. The latter law embraces water wells, mines, quarries, oil or pipe lines, etc. The liens of common laborers take precedence over those of other claimants. Another act (No. 563) revises the provisions of the general lien law as to subject matter, and declares that a contractor who fails to apply receipts to liens to the extent of the contract price is subject to fine and imprisonment as for felony; while a fourth (No. 252) names four months as the time within which liens must be enforced.

Minor amendments were made in the law of California (chs. 106, 109) relating to time of action and limitation. Liens on personal property for repairs, etc., are limited in amount unless the owner is given actual notice in writing (ch. 338). Laws dealing with specific conditions were amended in Florida (ch. 9296) relating to realty owned by husband and wife, and another (ch. 9301) to property held separately by a married woman. In Idaho (ch. 24) it was provided that the lien property may be removed or disposed of if bond is given for double the value of the lien. Other laws of this State limit farm laborers' liens to six months unless action is begun to enforce the same (ch. 33), and permit a recovery of attorney's fees in actions where marks on logs, lumber, etc., have been obliterated or the property subject to the lien has been injured (ch. 156).

In Kansas (ch. 159) the act of 1917 (ch. 231) securing the claims of threshers by lien on the grain threshed was amended; while in Minnesota (ch. 132) a lien on the product is given where the work of clover hulling, grain shelling or shredding and hay baling has been carried on. Threshermen's liens in Montana must be foreclosed within six months (ch. 28). Another act by the same legislature authorizes the allowance of filing and attorney's fees where lien procedure must be resorted to for the recovery of wages (ch. 27); while still another act (ch. 152) amends the law as to subject matter and enforcement in connection with work on oil and gas wells and similar operations.

The Legislature of Nebraska enacted a general law (ch. 118) with regard to services on personal property left for repairs, etc., authorizing the craftsmen to keep the same until the lien is satisfied. A threshermen's lien law was also enacted in this State (ch. 117) covering the hulling and shelling of grain, as well as requiring notice to be filed within 10 days. Threshers' liens are also the subject of a new law in New Mexico (ch. 102); while another law (ch. 24) of this State amends the law as to liens on automobiles so as to limit them to repair work and the furnishing of parts, and not for storage, oil, and gasoline as in the earlier law.

The section of the Oklahoma law relating to the subject matter of liens generally was revised by chapter 54.

By chapter 125 of the Oregon law persons rendering service or doing repair work on chattels may hold the same under a lien with power to sell within three months if the lien is not satisfied. By another act (ch. 132) buildings and constructions, except oil and gas wells, are held to be the property of the owner of the realty, so that the lien would attach thereto. Another law of this State (ch. 16) gives a lien for farm labor, including harvesting, orchard work, etc., and cooking for such labor. A general law of South Dakota (ch. 217) gives a lien to "every craftsman" on property left with him for repairs.

The loggers' lien law of Washington was amended (ch. 10) so as to give its benefits to scalers and to flunkies and waiters employed about the camps.

Hours of Labor.

THE Oregon statute regulating the hours of labor in mills and factories, etc., was amended (ch. 122) to provide an 8-hour day and 48-hour week in sawmills, planing mills, shingle mills, and logging camps, leaving the 10-hour day prevalent in other industries as before.

The remaining laws under this head relate to employment on public works, all being amendments of existing laws. In Idaho (ch. 93) the time consumed in going to and from work is excluded from computation, and work for less than eight hours is to be paid for at hourly rates. A penalty is provided for any one certifying to a greater number of hours than were actually worked. In Kansas the 8-hour day is made inapplicable to township or county work in dragging or grading dirt roads (ch. 157); while in Massachusetts a relaxation of the law of that State is provided by authorizing the commissioner of labor and industries to permit contractors to work their men more than 8 hours a day on highways if public necessity requires (ch. 236.)

Laws relating to the employment of women and children appear in this article under that heading.

Holidays and Rest Days.

THE Alabama law on Sunday labor was amended (Act No. 417) so as to permit the sale of motor fuel and oils on Sunday. A weekly day of rest is provided for generally in mechanical, mercantile and manufacturing establishments in the State of Minnesota (ch. 298); but common carriers, telegraph and telephone offices, hospitals, brick and tile kilns, creameries in towns of the third and fourth class, and all operations in cases of emergency are excepted from the operation of the law.

The observance of armistice day (Nov. 11) as a legal holiday was provided for by the action of a number of States in 1923, laws to that effect having been enacted in Arkansas (No. 16), California (ch. 389), Colorado (ch. 130), Florida (ch. 9326), Maine (ch. 50), New Mexico (ch. 58), Oklahoma (ch. 225, embodying in the Compiled Statutes the provisions of an earlier law of 1920), South Caro-

lina (No. 120), and Wyoming (ch. 6). In Porto Rico, Dr. José Celso Barbosa is commemorated by declaring his birthday, July 27, a legal holiday (J. R. No. 45).

Hygiene and Safety.

Factories.

IN INDIANA (ch. 64) an administrative building council was created consisting of the chairman of the State industrial board, secretary of the State board of health, and the State fire marshal, with 12 members appointed by this group as an advisory committee, to execute and enforce all laws as to the construction and repair of places of employment, to the end that they may be safe and sanitary for their occupants.

The number of inspectors in Connecticut was regulated (ch. 115) by providing for 10 deputies instead of 9, not less than 2 nor more than 3 of whom shall be women. In West Virginia also (ch. 48) the number of factory inspectors was increased from 4 to 6, while the salary of the commissioner of labor was increased from \$3,600 to \$4,000 per annum.

The safety provisions of the factory inspection law of Michigan were enlarged (No. 206); while in New Jersey safety is the purpose of an act (ch. 31) which forbids smoking in any factory, etc., where the manufacture of goods of any kind is carried on, notice of which must be posted. This prohibition does not apply to protected portions of establishments so designated by the commissioner of labor.

The North Carolina law as to fire escapes was made of wider application (ch. 149) by requiring the installation of such escapes if there are 10 employees above the first floor, instead of 30, as formerly; also doors to open outward if there are 10 employees instead of 20 as under the earlier law. In Texas (ch. 170) fire escapes are required on buildings three or more stories in height, used as offices, mercantile establishments, workshops, factories, etc. Types and detail of construction and material are given at length. Provisions for penalty and enforcement of the fire escape law of Vermont are contained in an amending act (No. 121).

An unusual detail appears in an Ohio statute (p. 314) which requires that wiping rags furnished to employees in factories, etc., be thoroughly washed and chemically sterilized and dried at an average heat of 212° before being reissued after use.

The laws of Arkansas (No. 369), Montana (ch. 140), and Pennsylvania (No. 297B) as to the inspection of steam boilers were amended, the first authorizing the commissioner of labor to appoint a chief inspector and two deputies, though certified inspectors of insurance companies may act. The second added to the excepted list low-pressure sectional boilers, carrying pressure of not over 15 pounds; while the third directs that inspections shall be made under the rules of the department of labor and industry. The inspections of insurance company inspectors or city boiler inspectors may be accepted in this State.

In Iowa (ch. 18) elevators, hoistways and other connected parts must be safe and conform to standards prescribed by a conference board to be appointed by the governor. The commissioner of labor

is to make inspections and enforce conformity with the rules and standards fixed. All elevators must be inspected by inspectors holding certificates from the department of labor and industry, under a law of Pennsylvania (No. 298B).

The regulation of bakeries and other places where food products are manufactured or handled is primarily a health law. A number of these laws require personal cleanliness of employees, and that toilets and other sanitary provisions be furnished. Another requirement forbids the employment of persons having infectious or contagious diseases. The laws of last year on this subject were all amendatory of existing legislation, the States enacting such legislation being Florida (ch. 9264), New York (ch. 454), North Dakota (ch. 222), Oregon (ch. 166), Rhode Island (ch. 2331), and Wisconsin (ch. 112). The sections (17, 18) of the Tennessee statute of 1919 (ch. 110) establishing a scale of fees for factory inspections was repealed (ch. 89).

Mines.

Additional details or modifications of more or less importance, affecting the mining statutes of a number of States, appear in the legislation of 1923. The only change in Alabama (Act No. 503) was to give the chief inspector a salary of \$4,000 instead of \$3,000, and to his associate \$3,000 instead of \$2,000. In Alaska (ch. 35) an operator of a coal mine may not employ more than 10 men in a shift without a foreman, assistant or fire boss certified by the State board of examiners, or by the supervising mining engineer of the United States Bureau of Mines. This provision may be waived temporarily in cases of emergency. The territorial inspector provided for by the law of 1921 may be dispensed with under a statute of 1923 (ch. 82) authorizing the Governor of Alaska to arrange to cooperate with the United States Department of the Interior in the employment of a supervisor of mining for other than coal mines in the Territory. The qualifications of State mining inspectors are the subject of an Arkansas statute (No. 120). Provision is also made for a stenographer at \$1,200 and \$450 office expenses. The salary of the Commissioner of Mines of Colorado is fixed at \$3,000 instead of \$2,500 as formerly (ch. 145). The hoisting and lowering of miners is affected by an amendment to the Idaho law which strikes out the speed limit of 600 feet formerly established (ch. 131).

The Illinois Legislature amended its law as to the State Mining Board, the examination of inspectors, etc. (p. 449), as to rescue stations, hoists and stables in mines (p. 460), and as to electric installations, adding a new section as to installing motor generator sets or transformers underground (p. 464). The Legislature of Indiana revised the mining code of the State in a compact but inclusive form covering practically the entire range of standard provisions, including the subject of maps, exits, electric installations, ventilators, the weighing of coal, storing of explosives, blasting, provisions for first aid, the use of life checks for miners entering and leaving the mines, the establishment and equipment of wash rooms, etc., etc. (ch. 177). Another law (ch. 42) relates to the department of mines and mining, which consists of four persons appointed by the commissioner for periods of four years, two of them to be practical miners and two coal operators. This board is charged with the execution and adminis-

tration of the coal-mining laws of the State providing inspection, and collects and diffuses information regarding the safety of workmen, operation of mines, etc. The governor is to appoint a chief mine inspector, who is ex officio secretary of the board, and who himself appoints five assistant inspectors. An Iowa statute (ch. 16) directs that inspectors' reports be posted at a point accessible to employees of the mine, the owner to provide suitable places for the purpose. The examination given by the board for mine foremen, etc., as provided for in sections 3469-3471, 3477, of the Montana code was eliminated without other legislation (ch. 142).

The law of Nevada was amended (ch. 24) in respect to its provisions as to hoist shafts, ladders and landings, two compartments being required, one for the hoist and one for a man and ladder way, the provisions of the law in this respect being made more explicit. Several points were involved in an act of the North Dakota Legislature (ch. 246) including the providing of washhouses, ventilation, use of explosives, the eight-hour day, and the organization of a board to examine mine foremen, etc.

Separate boards are provided for in Pennsylvania for bituminous mine foremen, assistants, and fire bosses (Act No. 266), and for those for anthracite mines (Act No. 248). (See also No. 274, secs. 421, 422, as to mine inspectors.) The salary of the mine inspectors is fixed at \$4,800, for as many as the law provides (Act No. 274, sec. 440). The fee for examination of foremen and assistants in anthracite mines is \$2, the certificate costing \$3 in addition. The administrative code of the State (Act No. 274) carries a provision regarding the duties of the department of mines (secs. 2401-2404). These do not differ in the main from the prior provisions as to law enforcement, inspection, and the promotion of safety. In Utah (ch. 10) mine bosses must be citizens, or be of good moral character and have taken steps to become citizens. A Wyoming law (ch. 61) relates to the employment of shot inspectors if 60 per cent of the employees request, where 10 or more men are employed, and more than two pounds of powder is used in a shot in mines where gas is generated in dangerous quantities. Another act (ch. 63) provides for properly equipped wash rooms where 20 or more miners are employed.

Railroads.

Special attention seems to have been directed to the subject of engineers and firemen, a Michigan law (No. 127) extending the scope of permitted installations of cab curtains, housings, etc., for the protection of such employees within the rulings of the Interstate Commerce Commission and the State Public Utilities Commission. Another law of this State (No. 86) directs that automatic fire-box doors be installed, on railroads 100 miles or more in length, on all locomotives of over 110,000 pounds weight on the drivers, such doors to be operated by steam, compressed air, or electricity. A similar law was enacted in Wisconsin (ch. 56), but made applicable to railroads 50 miles or more in length if the locomotive is 100,000 pounds in weight or over on the drivers. This State also requires a power reverse gear to be installed on railroads 50 miles or more in length on locomotives weighing 200,000 pounds or more (ch. 154); that air-brake valves be installed on locomotives of 100,000 pounds weight or more (ch. 137),

and that engine cabs be curtained so as to inclose the openings between the cab and water tank or coal tender, in order to prevent cold and drafts (ch. 139).

The law of Ohio (p. 142) directs that locomotives regularly assigned to mine run, drop or package local freight service have two or more running boards. In Minnesota (ch. 392) locomotives must be equipped not only with head lights, but also with lights on the tender, so as to give illumination toward the rear. For other than switching service all locomotives must have electric classification signal lights.

The construction of caboose cars is subject to amendatory legislation in Michigan (Act No. 123), Missouri (p. 309), New Hampshire (ch. 112), and New York (ch. 519), while in Vermont a new law on the subject (No. 94) was enacted. The usual requirement is that two 4-wheel trucks shall be used with a steel underframe of a strength to equal a freight car of certain capacity—60,000 pounds under the Michigan and Vermont laws. The New Hampshire law permits the use of 2-wheel trucks within yard limits and on runs of not over 10 miles. The New York law extends the time for the installation of caboose cars and coal jimmies.

The height of wires over railroad tracks is referred to under an Indiana law (ch. 69) authorizing the public service commission to regulate the height of electric power transmission wires over the tracks of steam, street, and interurban railroads, the height not to be less than 22 feet.

First-aid kits must be provided on all trains coming under the jurisdiction of Missouri legislation (p. 332).

A new code regulating inspection of steam vessels, examination of masters, engineers, etc., was enacted in the State of Maine (ch. 149), the existing laws being repealed.

Buildings.

The law of Porto Rico making provisions for the safety of employees engaged in the construction of buildings is extended and made more detailed (Act No. 25), this being the only legislation on the subject for the current year.

Labor Camps.

The State Board of Health of Minnesota is authorized to regulate and enforce rules as to construction and sanitation in all lumber and other industrial camps (ch. 227), while in Nevada (ch. 47) a very detailed and thoroughgoing law as to sanitation and equipment relates only to "any highway-construction camp where five or more persons are employed."

Women and Children.

THE legislation of 1923 relating to the employment of women and children is smaller in amount than in previous years when a comparable number of legislative sessions convened. A tendency to restrict the hours of labor of children is apparent, and in a less degree those of women as well; while the provisions for supervision and inspection are made more specific in several cases.

Children.—In Alabama (Act No. 369) a child-welfare organization with a superintendent in each county is provided for, whose main

duty is to cooperate with social agencies; but one provision is that the county superintendent of child welfare shall cooperate with the State labor inspector in the enforcement of laws affecting the employment of children. Another law of this State in relation to juvenile delinquency (No. 295) declares that the employment of children under 16 in violation of the child-labor law is punishable as contributing to delinquency. In Connecticut (ch. 241) special legislation relates to the employment of children in bowling alleys. Children under 16 may not be employed in such places after 6 o'clock on any day preceding a school day, and not after 10 o'clock at any time. The legislature of Delaware passed four laws on the subject, the first (ch. 57) abolishing the child-welfare commission of the State and transferring its powers to a State health and welfare commission. Another act (ch. 202) forbids the employment of children in certain dangerous occupations up to the age of 16 years, instead of 15 as formerly. A third (ch. 203) fixes an 8-hour day and a 48-hour week for children under 16, instead of a 10-hour day and 54-hour week as formerly. A fourth law (ch. 204) adds a section as to employment in street trades, forbidding such employment to boys under 12 and girls under 14. In cities of 20,000 population or more, children under 16 engaging in such work must have a badge, and no work may be engaged in between 7 p. m. and 6 a. m. No direct legislation was enacted by the Florida Legislature, but a children's code commission was created (ch. 9273) to edit and codify the laws of a "general nature" relating to children, and to report to the next session any desirable changes. No appropriation was made either for expenses or salaries. A very similar commission was created in Delaware (ch. 263). In Maine (ch. 198) the hours of labor of children under 16 are fixed at 8 per day. An amendment to the Michigan law (No. 206) adds quarries to the list of work places from which children under 18 are excluded, while the age for employment during school hours is advanced from 14 to 15 years, and work permits are required up to the age of 17 instead of 16 if a continuation school is provided in the locality. Permits issue on a showing of completion of the sixth grade instead of the fourth as formerly. A Missouri law limiting the hours of labor was amended (p. 129) so as to exempt agricultural work and to permit children under 16, if attending school, to work two hours after 7 o'clock p. m. In addition to the limit of a 48-hour week, work is limited to 8 hours per day. The provision as to the use of licenses is also modified (p. 130) by requiring that a record be kept of the issue of children's permits and report made to the State industrial inspector.

In New Jersey (ch. 80) an enactment was passed harmonizing and consolidating various laws amending the act of 1904 (ch. 64) without making important substantive changes. Another act (ch. 88) permits the employer to protect himself by requiring children from 16 to 21 years of age to furnish certificates of age issued by the school authorities to be available in case of demands of proof of age by labor inspectors. The school-attendance law of New Mexico requires attendance up to the age of 16 years, unless the child is 14 years of age and holds an employment certificate (ch. 148). Part-time schools must be established if 15 or more certificates are issued in any school district, and employers must permit attendance for

five hours per week between 7 a. m. and 6 p. m. The Tennessee standard is somewhat lower (ch. 121), requiring attendance until 14 years of age unless the child is 12 and its labor is necessary for the support of its parent. The term of required attendance is increased from 60 days to 100 days in the year. The law of Wyoming is amended (ch. 48) by forbidding any child required by law to attend school to be employed during the time that the schools are in session. Instead of forbidding employment under 14 in specified dangerous occupations a permit is required to 16, and the list of occupations is extended. The hours of labor are reduced to 8 per day and 48 per week, instead of 9 per day and 56 per week, and the law applies to children under 16 instead of under 14 only. Work between 7 p. m. and 7 a. m. is forbidden. Provision is made for the issue of permits and enforcement of the law.

The enforcement of the child-labor law of North Dakota is under the direction of the State board of administration, which may employ "an executive officer and agents to carry out the purpose of the act" (ch. 150). The legislature also enacted a new child-labor code (ch. 155), fixing 14 years as the minimum age for general employment and 16 for employment in specified dangerous occupations. A certificate must be secured by all children under 16, showing the completion of the eighth grade or nine years' schooling after kindergarten. The board of administration may fix the hours and wages of minors and establish standard conditions of labor. In Rhode Island (ch. 2367) the minimum age is advanced to 15 instead of 14, as formerly, and a standard for medical examinations is fixed. The detail as to dangerous occupations forbidden for children under 16 is considerably extended.

All apprenticeship provisions of the law of New York are repealed (ch. 306), while the Wisconsin law as to apprenticeship adds requirements that where apprenticeship extends over two years there must be at least 400 hours of instruction (ch. 314).

Note may be made of the acceptance of Federal cooperation as to vocational education in New Mexico, this provision being incorporated in its school code (ch. 148), while in Texas the acts of earlier legislatures are confirmed and the necessary appropriations pledged (ch. 131).

A South Dakota statute relates to women as well as children, fixing the hours of labor at 54 per week, as well as establishing a 10-hour day. Children under 15 come within the act instead of those under 14 only. Telephone and telegraph operators are exempt from its operation (ch. 308.)

In South Carolina (Act No. 148) contractors for the manufacture of raw material, the product to be paid for by the piece or pound, and employing minors to assist, with intent to defraud, who fail to pay such minor after the work has been done and the contract price secured, are guilty of fraud and may be fined not over \$50 or imprisoned not more than 30 days.

Women.—Labor legislation affecting women only was enacted in Minnesota (ch. 422) where a 9½-hour day and a 54-hour week were established, except for domestic services and nurses and telephone and telegraph operators in municipalities of less than 1,500 population. An hour is to be allowed for meals unless a shorter time is

permitted by the industrial commission. Schedules of the working-day must be posted. An amendment to the Nevada law relates to penalties (ch. 69), fixing the fine for the first offense at from \$50 to \$100 instead of \$25 to \$50. In New Jersey (ch. 144) night work for women is forbidden in manufacturing establishments, bakeries and laundries, the hours stipulated being between 10 p. m. and 6 a. m. In North Dakota (ch. 346) the workday for women may be varied in emergency, so as to allow employment for 10 hours in one day, or during 7 days, but not over 48 hours per week may be worked in any case. The term "emergency" is defined.

In Wisconsin the hours of labor of women in general employments are fixed at 9 per day and 50 per week, instead of 10 per day and 54 per week. If the labor is at night the maximum is 8 hours, with a 48-hour weekly limit (chs. 185, 449). Another enactment (ch. 117) relates to employment in hotels, where women may work 10 hours per day and 55 hours per week, or at night work 9 hours and 54 per week, between 9 p. m. and 6 a. m. In Wyoming (ch. 62), the legislature fixes a day of $8\frac{1}{2}$ hours, and 56 hours weekly, instead of a 10-hour day and a 60-hour week. If the employment is for but 6 days per week, the maximum is 52 hours. The act embodies a provision requiring that seats be furnished for the use of female employees.

Minimum wage.—The subject of the minimum wage came before five legislatures, a new law being enacted in the State of South Dakota (ch. 309). This established a statutory rate for all females over 14 years of age employed in factories, workshops, mechanical and mercantile establishments, laundries, hotels, restaurants and packing houses. The rate is \$12 per week, with proportionate reductions for less than one week's work. The law does not apply to learners, but employers of learners must secure a permit from the State industrial commission. Licenses may be issued for women mentally or physically defective; and the difference between wages actually paid and statutory rates may be sued for without regard to agreements to the contrary. In Arizona, also, a statutory rate exists, the act of 1923 (ch. 3) advancing the rate of 1917 from \$10 per week to \$16. The law applies to employment in stores, offices, shops, restaurants, dining rooms, hotels, rooming houses, laundries, and manufacturing establishments. The amendment in Minnesota (ch. 153) relates to procedure only, and requires the publication of orders in one daily newspaper in each city of the first class, 20 days before the order becomes effective, such publication being *prima facie* evidence of the existence of the order. A copy must also be mailed to each employer whose name and address are known, but failure to mail such a copy does not relieve the employer from compliance with the law. The Wisconsin amendment (ch. 409) merely removes the requirement as to sending certain minors to evening schools. Mention has already been made of the act of the North Dakota Legislature (ch. 155) authorizing the State board of administration to fix the wages of minors.

The Ohio Legislature took no action in the way of legislation, but by joint resolution (p. 640) authorized three members of the house and three members of the senate to investigate as to the wisdom and necessity of legislation for a minimum wage, its probable effect

on industries in Ohio, and the character and effect of the laws where they have been tried, together with the legal history of this legislation.

Employment Offices.

Free Public Offices.

AN AMENDING act of the Michigan Legislature (No. 206) contemplates the continuance of free public employment agencies "as deemed advisable," but without designating localities.

A new act of the Nevada Legislature (ch. 121) directs the establishment of free public employment offices at convenient points in the State. Employers requesting services from these offices must give notice of strikes or lockouts, if such there be. Cooperation with the Federal service is to be provided for. A similar law was enacted by the Legislature of Porto Rico (No. 51). This law provides for the separate registration of children between the ages of 14 and 18 years. The law of West Virginia on this subject was amended (ch. 49), directing cooperation with the United States Employment Service and authorizing the appropriation of \$2,500 per annum, instead of \$500 as formerly. The organization and support of the Federal service is continued as last year by an act of Congress (ch. 24).

Private Offices.

The Territory of Alaska makes no regulation of private employment offices other than to levy a license tax of \$500 per annum (ch. 101).

Amendments and additions to the law of California direct in much detail the entries to be made on the receipts to be furnished applicants paying fees, the term, wages, hours of labor, sanitary conditions, kind of work, whether or not there is a labor dispute, etc. Schedules of fees are to be posted after official approval, and their amount is limited by statute (chs. 412, 413, 414).

The license fee in Nevada is advanced (ch. 67) from \$25 per annum to \$50, and the scope of the law is slightly enlarged by covering cases in which transport by stage is a part of the employment agreement. In Pennsylvania violations may be summarily dealt with under provisions of law authorizing the commissioner of labor and industry, or his representative, to make arrests on sight in case of violations, the same as a constable (Act No. 193). The Wisconsin statute is also enlarged (ch. 142) by including in its provisions agents without a fixed place of business, or those who conduct an employment agency as a side line. This does not include employers hiring labor for themselves either in person or by agents.

The Legislature of Texas (ch. 41) repeals existing legislation as to labor agencies and emigrant agents, and enacts a comprehensive law on the general subject. An annual license fee of \$150 is assessed, and applicants must also furnish a bond in the amount of \$5,000 conditioned on observance of the law and the payment of penalties for persons injured by forbidden acts. The law is detailed as to registration fees, false statements, etc. Sending applicants for labor to establishments where strikes or lockouts are in existence is forbidden, unless notice of the dispute is given.

Emigrant Agents.

The activities of agencies recruiting labor in one State for employment in another have been subject to restrictive legislation in several Southern States for a number of years. Most drastic and sweeping in its terms is the act of the Legislature of Alabama (No. 181), which fixes the license fee at \$5,000 per annum for each county in which an emigrant agent does business. Every agent or employee of such agency must have a license for which the same amount is required; \$5,000 must also be paid for each county through which the agent or a representative accompanies the recruited laborers in any conveyance to their destination. A bond of \$5,000 must be given obligating compliance with all the terms of the act. Applicants must be recommended by 20 householders and freeholders, must give the name of the employer for whom the men are hired, the wages to be paid, the cost of board and lodging, and a statement as to the provisions for return transportation if the workmen are dissatisfied. These statements must be made under oath, subjecting the agent to penalty on his bond. No person who is at present employed may be solicited, and an employer damaged by the enticement of his employees to leave has the right to ask damages from the agent. Offenses lead to cancellation of the licenses, and the applicant must waive all claims for reimbursement as regards any unexpired portion.

A law of Florida (ch. 9297) deals with smaller areas, and requires agencies hiring labor to go into another county to file a statement of their purpose with the sheriff of the home county, for which a fee of \$1 must be paid. Statements must give the name of the agent, the name of his employer, or the person for whom the labor is sought, and the place of employment. No agent may without written permission enter the private premises of any person for the purpose of discussing the employment of any laborer or laborers on the premises. This does not apply if a person has had the men in his employment in the home county for 30 days, nor does it apply to common carriers.

In Tennessee the only restriction is the payment of a license tax in the amount of \$300 (ch. 75); the amount in 1917 was \$500. Employment offices pay a license fee ranging from \$10 to \$50 according to the population of the locality.

The law of West Virginia (ch. 36) defines a labor agency as a person or corporation hiring men to go outside the State, for which a State fee of \$250 is charged. Municipalities may levy a like tax, and limit the number of agencies within their boundaries, but not to less than three.

Unemployment.

THE law of Michigan as to the organization of unemployment insurance among certain groups of railway employees was amended (ch. 71) so as to apply to such employees generally, and requires 13 persons for incorporation instead of 5.

In Wisconsin (ch. 76) it is made the duty of the State Board of Control to ascertain opportunities for employment, and of the industrial commission and immigration commission to cooperate with regard to information as to industrial conditions. It is recommended that public work be provided in times of depression or unemployment, and such work is authorized by the law.

Bureaus of Labor.

A SMALL increase in salary was provided for the chief labor inspector of Delaware (ch. 205), the annual salary being advanced from \$1,800 to \$2,100; also for the assistant labor inspector (ch. 201), who is to receive \$1,500 instead of \$1,000 per annum, with monthly instead of quarterly pay days. The labor commission is granted an appropriation of \$3,600 annually (ch. 61).

The department of registration and education in the Department of Labor of Illinois is charged with the duty of making examinations in licensed occupations and establishing standards for industrial schools and courses (p. 621). The law of Michigan relating to the department of labor and industries was amended in a number of details (No. 206), the terminology of the law being changed to conform to the fact that the existing commission has three members instead of one commissioner. Various changes in the safety laws and the laws regarding employment of women and children were made, which have been noted under their respective subjects.

The collection of industrial statistics in prescribed details devolved upon the commissioner of labor of Nevada under the act of 1915. He is now instructed (ch. 53) to collect "such details as he may deem essential to further the objects of the act." In New York (ch. 884) factory inspectors are graded, and their salaries fixed; a bureau of women in industry is added, headed by a chief, with six investigators, whose work has to do with the condition of women and minors in employment, and with recommendations as to their work (ch. 607).

The Department of Labor and Printing of North Carolina is enlarged by the creation of a division of the deaf (ch. 122), at the head of which is a "competent deaf man," to advance the interests of deaf workers, seek to secure employment for them, and do other work as directed by the department, if time allows.

The administrative code of Pennsylvania was entirely recast (Act No. 274), providing, among other changes, for reorganization of the Department of Labor and Industry; the existing offices of inspection of factories, mines, etc., and of enforcement of laws were abolished, and the duties formerly exercised by these agencies were distributed among the bureaus of inspection, mediation and arbitration, rehabilitation, workmen's compensation, etc. A department of mines was also created. The bureau of inspection and administration has charge of all work places coming under the laws relating to industrial accidents, and the promulgation and enforcement of safety orders and rules. The supervision of woman and child labor and of employment and unemployment is arranged for. The secretary of labor and industry receives \$10,000, and the secretary of mines, \$6,000 per annum. A welfare commission consisting of the State secretaries of welfare, of labor and industry, and of health is created, while an industrial board consisting of the secretary of labor and industry, with four others, one of whom must be an employer, one an employee, and one a woman, meets monthly to pass on rules proposed by the department, the members receiving a per diem compensation. The number of supervising inspectors in the bureau of inspection was advanced from two to four by a separate act (No. 142).

In Tennessee also there was an administrative reorganization act, the law providing for a department of labor (ch. 7) with a commissioner at its head, with divisions of mine inspection, workshop and factory inspection, supervision of workmen's compensation law, safety statutes, child labor, etc.

A reorganization also took place in Vermont (Acts Nos. 7, 8), where a department of public service was created, within which is a public service commission and a commissioner of industries. The latter has exclusive jurisdiction as to all legal powers and duties vested in the labor commissioner by the laws of the State.

Mothers' Pensions.

LAWS making provisions for allowances to mothers of children under specified ages can be classed as labor laws only to the extent that they provide home support from the public funds instead of by the labor of the children. Such laws are very general, being a form of indoor relief calculated to preserve the family intact instead of placing its members in institutions. The legislation for 1923 is in the main amendatory of existing laws, such action being taken in Arkansas (Act No. 56), extending the law to another county; Connecticut (ch. 173), where the law as to allowances and conditions was amended; Delaware (ch. 200), amending the provisions as to the conditions on which applicants may receive allowances and making an appropriation; Idaho (ch. 145), providing that custodians or guardians of orphans may receive the same allowances for their benefit as the original law provided for the mothers; qualifications as to residence, etc., were also modified; North Dakota (ch. 156), allowing \$15 per month for each child until 16 years of age; Tennessee (ch. 67), extending aid until the child reaches 17 years of age instead of 14; West Virginia (ch. 28), amending the law as to parties and qualifications and extending the age of assistance to 14 instead of 13, or to 16 if the child can not get a work permit; the amount allowed instead of being apportioned by stated amounts per child with a maximum limit of \$25, may, under the new provisions, not exceed \$45 for each family.

New-legislation in North Carolina (ch. 260) makes provision for mothers of children under 14 years of age, allowing \$15 per month for one child, \$10 for the second, and \$5 for the third, no maximum to exceed \$40. In Rhode Island (ch. 2340), State and local boards may be formed where a town or city council agrees to cooperate with the State in the care of children under 16. In Pennsylvania, the appropriation for this purpose (No. 251) was \$1,750,000 for the biennium; the counties furnish an amount equal to the State allotment.

Accomplishing practically the same end is an Indiana law (ch. 61) authorizing boards of children's guardians to board such children with their mothers if deemed best.

Old-Age and Retirement Funds.

LIKE the foregoing, provisions for old age and retirement thus far enacted into law are not industrial in their main aspects, and have been chiefly restricted to public employees. In most of these cases contributions to a retirement fund are provided for.

Three States last year took up the subject of old-age pensions in a definite form, the right being based on age, citizenship, and financial status, and not at all on a basis of industry or of contributory funds. In Montana (ch. 72), persons 70 years of age or over and for at least 15 years citizens of the United States and for a like period residents of Montana may receive relief not exceeding \$25 per month. In Nevada (ch. 70) the minimum age is 60, with requirements that the applicant must have been a citizen for 15 years and have had 10 year's continuous residence, or 40 years of interrupted residence, during the last 5 of which residence in the State must have been continuous. Tests of necessity are prescribed and no grant will be given that would make the total income from all sources exceed \$1 per day. In Pennsylvania (Act No. 141) a State commission and county boards cooperate to administer the law giving relief to citizens of 15 years' standing and residents of the State for a like period who are 70 years old and show proof of necessity, the relief not to exceed an amount which will make the total income \$1 per day.

Without committing itself to definite action, the legislature of Massachusetts passed a resolve (ch. 43) providing for a commission of five persons on old-age and other pensions, to report on costs throughout a 25-year period and also the past 25 years' experience as to mothers' pensions, poor relief, etc., and the probable future cost of the same. Teachers' and other retirement systems are also to be reported on.

For a number of years Alaska has had a provision for "Alaska Pioneers," arrangements being made for a home on a different basis from ordinary poor relief. An act of 1923 (ch. 46) provides that persons 65 years of age and for 15 years resident in Alaska, if eligible to the benefits of the home, may have an allotment outside not exceeding \$25 for males and \$45 for females.

The retirement of State or municipal employees was legislated on, mainly by way of amendment, in Connecticut (chs. 119, 217), Illinois (p. 204), Indiana (ch. 10, retirement of employees of municipal utilities), Maine (ch. 199), Massachusetts (chs. 190, 205, 426, 458), New Jersey (chs. 103, 139), New York (chs. 69, 106, 142, 592, 705, 708), Pennsylvania (Acts Nos. 231, 331, the latter an elaborate revision of its basic law as to the retirement of State employees), Porto Rico (extra session, Act No. 22), and Rhode Island (ch. 2374, city of Providence only).

Employers' Liability.

THE great preponderance of the compensation system, superseding the earlier doctrine of employers' liability, has reduced legislation on the latter subject to a minimum. In accordance with the practice of the bureau, the subject of workmen's compensation has been separately treated, the legislation of 1923 having been summarized in the MONTHLY LABOR REVIEW for October, 1923 (pages 150-162).

The exclusion of railroad service from compensation legislation is responsible for an act of the Legislature of Minnesota (ch. 333), which amends the law of 1915 on the subject of the liability of railroads for injuries to their employees. Action is to be brought by the

personal representative instead of by the widow or next of kin, but for the benefit of the latter.

The Nebraska compensation law is elective, so that the two systems exist side by side as in a number of other States. An amendment (ch. 80) provides that the receipt of insurance or relief under a benefit contract is not a bar to a suit for damages; nor on the other hand is the recovery of damages to prevent securing the benefits under a relief benefit or indemnity agreement. Contracts providing to the contrary are void. Another amendment (ch. 81) makes the employer liable for failure to furnish adequate tools, appliances, or devices where such failure requires the use of a substitute; and if such substitute is used under the direction of a foreman or superior it is not to be construed as negligence.

Laws of Indiana (ch. 156) and Massachusetts (ch. 149) relate to the subject of insurance, the former authorizing corporations to take out group insurance in behalf of their employees and pay premiums thereon, which payment may be continued after an employee ceases his services as such. The Massachusetts law clarifies the statutory provisions as to employers' liability insurance without important substantive change.

Occupational Diseases.

IN CONNECTICUT, physicians are directed to report occupational diseases treated by them in the course of their practice. In an effort to secure more satisfactory results from this law physicians are authorized (ch. 93) to collect from the State Department of Health a fee of 50 cents for each report.

Illinois has for a number of years had a special law providing sanitary protection in specified dangerous occupations likely to produce industrial poisoning. Provision is now made (p. 351) for an action for damages where the law is willfully violated, and in any case of occupational disease in the occupations named in the act compensation may be claimed as for an accidental injury.

Vocational Rehabilitation.

THE subject of vocational rehabilitation, which has received such a large amount of attention because of the war and also because of the desirability of restoring workmen to industry instead of leaving them helpless and dependent on compensation funds, finds its chief expression in the cooperative undertaking arranged for by the Federal statute of 1920. The State of Arkansas (No. 70) took its initial step in the direction of such cooperation this year, as did Oregon (ch. 137). Tennessee, on the other hand, withdrew its earlier (1921) acceptance (ch. 74).

In Illinois (p. 173) the scope of the rehabilitation law of the State is defined, covering disabled persons whose disability was the result of accident, disease, or congenital defect. Massachusetts (ch. 434) and Wyoming (ch. 24) make supplemental provisions extending the time of training and increase the expenditures accordingly in cases where additional training seems desirable. In North Carolina the provision for State and Federal cooperation was retained in a new school code of the State (ch. 136); Alabama (Act. No. 507), Idaho

(ch. 173), and Iowa (ch. 295) made specific appropriation for the cooperative work; and Wyoming (ch. 39) authorized the State board of education to make use of funds contributed by the State workmen's compensation fund for like purposes.

Labor Organizations and Labor Disputes.

THE activities of nonresident union officials are obviously aimed at by a Nevada statute (ch. 151) which declares it unlawful to advertise or circularize or otherwise give notice of a strike in writing or in print unless the notice is signed by three citizens of the State, six months in residence, a copy to be sent also to the labor commissioner of the State.

An antipicketing law was passed by the Legislature of Hawaii (No. 189) forbidding threats to a workman or his family, or persistent talking or loitering about the working place, whether these acts are done "singly or conspiring together." A more general law of Utah (ch. 93) forbids the use of force, intimidation or threats in causing or attempting to cause or induce anyone to quit or decline lawful employment. The Wisconsin statute on the subject was amended (ch. 55) by specifying that the law does not forbid a person off the premises to recommend or persuade by peaceful means where there is a strike or a lockout in existence.

In terms a general criminal statute, but one of rather obvious implication, is an act of the Idaho Legislature (ch. 189) which specially penalizes setting fire to mine shafts or underground working places, thus interfering with their operation.

The Colorado Industrial Commission is authorized to investigate and report on labor disputes, and suspension of operations prior to or during such investigation is forbidden. An act of 1923 (ch. 199) states that industry may be discontinued or workers cease service if there is no strike or lockout in existence or if the industry is not affected with a public interest. A strike or lockout may legally take place after the investigation has been concluded. The statute of Porto Rico providing for an insular commission of mediation and conciliation of labor disputes was amended (extra session, Act No. 4) by making compulsory the appearance of the parties under subpoena in cases in which the commission is acting.

The issue of injunctions in labor disputes was the subject of an amending act of Wisconsin (ch. 208), which declares that only a circuit court or a court of concurrent jurisdiction in equity may issue an injunction and then only on reasonable notice of not less than 48 hours to show cause.

The antitrust law of New Mexico (ch. 37) exempts labor organizations from its scope, declaring that "the labor of a human being is not a commodity."

The law of Connecticut penalizing the fraudulent use of badges of labor organizations was revised (ch. 137); while in West Virginia the method of disposing of real estate through trustees of labor organizations was fixed (ch. 33), providing, however, that labor organizations are not to be regarded as corporations by reason of any such action.

State and Industrial Police.

LEGISLATION on this subject was of small scope and slight significance. The law of North Carolina was extended (ch. 23) so as to add manufacturing companies to the list of those corporations or employers who may employ industrial police; while the Wisconsin statute as to railroad police was amended (ch. 428) in respect of the oath to be taken and the shield worn.

Minor amendments affecting their State police organizations were passed by the legislatures of Connecticut (ch. 202), Nevada (ch. 94) and Pennsylvania (Act No. 274).

Cooperative Associations.

PURELY because of their economic interest, and not because they involve relationships of employer and employee as such, a list of the laws on the subject of cooperative associations is submitted. Many of these laws relate to the production, preparation, and marketing of agricultural products, frequently also containing provisions as to the purchase of needed supplies and in several cases authorizing purchase of other products than those of the members. The following are the citations regarding farm marketing associations: Arizona (ch. 50), California (ch. 103), Colorado (ch. 142), Connecticut (ch. 251), Florida (chs. 9144, 9300), Idaho (ch. 179), Illinois (p. 286), Maine (chs. 88, 187), Massachusetts (ch. 438), Minnesota (chs. 131, 141, 264), Missouri (p. 111), New Mexico (ch. 36), Ohio (p. 91), Oklahoma (ch. 181), South Dakota (ch. 15), Tennessee (ch. 100), Utah (ch. 6), Virginia (extra session, ch. 110), West Virginia (ch. 53), and Wyoming (ch. 83).

Laws more general in their scope, mainly amendatory, were passed in California (ch. 107), Connecticut (ch. 110), Illinois (p. 276), Iowa (ch. 166), Michigan (No. 153), Minnesota (ch. 326), Montana (ch. 144), New York (chs. 615, 787), Oklahoma (ch. 167), Oregon (ch. 25), Pennsylvania (No. 404), South Dakota (chs. 126, 127, 131), Utah (ch. 14), and Wisconsin (ch. 433).

Civil Rights of Employees.

MOST of the laws dealing with the civil rights of employees relate to provisions permitting voters absent from their polling place by reason of the nature of their work or employment to vote by mail.

The earlier laws on this subject related chiefly to railway employees, but their scope has been much enlarged and is less strictly industrial than formerly. Legislation on this subject is largely amendatory, the following States having taken action in 1923: California (ch. 283), a new law permitting voting only if elsewhere in the State; Delaware (ch. 103), permitting voting from without as well as from within the State; Hawaii (Act No. 263) relating to steamship employees; Idaho (ch. 57), extending the privileges of the law to those physically incapacitated from going to the polls; Minnesota (ch. 108), making the law applicable to primary elections also; Nevada (ch. 117), providing for absence for illness; Oregon (ch. 53), limiting the right to railroad employees, employees of the State and the United States,

traveling salesmen and students; Pennsylvania (Act No. 201), authorizing voting from outside as well as from within the State; and Washington (ch. 58) and Wyoming (ch. 101), both permitting voting only if elsewhere in the State than in the district of residence. Minor amendments were also made in Illinois (p. 351), Montana (ch. 151), North Dakota (ch. 202), Texas (ch. 149), and Utah (ch. 99).

More definitely a labor law than the foregoing was an act of the Arizona legislature (ch. 10), which penalizes interference by employers with the candidacy or public official service of any employee, or their service on political committees. Neither may employers instigate or encourage the candidacy of an employee nor contribute to nor pay his campaign expenses or his expenses while engaged in official duties.

Convict Labor.

THE avoidance of competition with free labor is one of the problems connected with the employment of convicts, while their status as workers, even though not under contract, gives some warrant for reference to legislation on the subject in a review of labor laws. The active interest in the question is reflected by a very considerable number of laws, some States enacting more than one statute on the subject during the year. In Alabama (Act No. 9) leasing of convicts is to terminate on March 31, 1927, changes to that effect to be prosecuted as rapidly as quarters and employment can be found. The duties and constitution of the board in charge of convict labor are set forth in Act No. 85, the title of the board being fixed by a later act (No. 475). These laws relate to State convicts, county convicts being the subject of a fourth act (No. 595) which authorizes counties of from 75,000 to 95,000 population to work their convicts anywhere in the State, furnishing guards, tents, etc.; the act also authorizes the leasing or purchase of lands and personal property.

In Arkansas (Nos. 128, 759) limestone-crushing stations are authorized, at which convicts may be employed in crushing limestone to be sold to farmers at cost. These plants are to be financed as prison factories are. This method is set forth in another act (No. 328), which authorizes the establishment of factories of a nonhazardous nature in the State prison or on penitentiary farms. Suggested products are cotton goods, furniture, brick, twine, etc. No appropriation is made for the equipment of such factories, funds to be raised by pledging the products to pay for such installations. Convicts may be worked not over 11 hours per day or 61 hours per week.

A California statute (ch. 158) amends the law as to the classification of work and provides that the needlework done by women may be sold for their own benefit. A second statute (ch. 316) revises the law as to the employment of convicts on highways. A law of Colorado (ch. 88) contemplates the employment of convicts in the propagation of fish in the waters of the State.

The daily allowance to convicts for their labor is advanced from 10 cents to 15 cents by a Connecticut amendment (ch. 151). The publicity received last year by the convict labor system of Florida evidently bore fruit in an act (ch. 9126) providing for the classification of male convicts, class one including those able to do a reasonable day's work at manual labor, class two including all other males and all

females. From class one a road force is to be drawn, reserving 50 convicts for the prison farm. Four inspectors are to be appointed who may consult and confer privately with any convict. Corporal punishment is forbidden. Another act (ch. 9202) repeals what were known as the leasing statutes; while a third (ch. 9203) provides that county convicts may be put to labor on roads, bridges or other public works. This act also forbids flogging. A fourth statute (ch. 9332) is devoted to the subject of punishment, forbidding corporal punishment for convicts and making it the duty of the board of commissioners of State institutions and of the commissioner of agriculture to devise other punishments to take its place.

Amendments to the Idaho law direct that, so far as practicable, no article shall be made by convict labor that is extensively manufactured in the State (ch. 35). The prison commissioners may fix a day's work and credit a percentage of the income from any excess product to the convict either for himself or for his dependents. Money from the sale of articles made goes to the improvement fund from which come the sums allowed to convicts. In Iowa (ch. 255) convict labor is to be performed under rules formulated by the board of supervisors, the provision being retained that such labor shall not be leased.

A Kansas statute (ch. 45) forbids any work for private citizens outside the penitentiary grounds except on highways and other work exclusively for the benefit of the State. The control, coordination, and supervision of industrial plants for the employment of convict labor are put in the hands of the State prison commissioner by a Michigan statute (No. 78). The manufacture of corn harvesters, binders, and cultivators is added to the classes of implements which may be manufactured in the State prison of Minnesota (ch. 294).

County convicts in Ohio may (p. 12) be employed in county work-houses or elsewhere as local ordinances may provide. Employment in the flax industry and at woodworking is provided for in Oregon (ch. 232), the products to be sold for the benefit of the revolving fund. The employment of county convicts is a subject of an act of Pennsylvania (No. 172), which authorizes their employment for eight hours per day on repairs of the jails and prisons, the preparation of road material, and the manufacture of supplies for use in the prisons and jails. The employment of State convicts is under the department of welfare, employment to be for eight hours per day in the manufacture of products for State and municipal use, in forestry, industrial training, etc. (No. 274). Convicts in Tennessee (ch. 94) may be employed in the manufacture of automobile number plates and other articles for the State and for sale to other States, and to cities and counties if deemed advisable.

Homes for Working Men.

UNDER this head may be cited amending acts in California (ch. 411), Porto Rico (Nos. 6, 80), and South Dakota (ch. 273). Erection and sale of homes for the acquisition of small holdings on easy terms is aimed at by this legislation.

Investigative Commissions.

THE Massachusetts Commission on the Necessaries of Life, appointed in 1921, had its term extended to May 1, 1924 (ch. 320), this being the third extension granted this body.

In Minnesota (ch. 372) a legislative commission was appointed to investigate and report upon the feasibility of establishing a cement plant as a State activity, the report to cover also location, costs, and similar details.

Mention has already been made, under the heading, "Women and children," of children's code commissions in Delaware and Florida, and of a minimum-wage commission in Ohio; also of the commission on old-age pensions, etc., in Massachusetts, under the heading, "Old-age and retirement funds."

Constitutionality of California Statute Forbidding Antiunion Contracts.

THE Pacific Electric Railway Co., operating in southern California in interstate and intrastate commerce, carried on its business for several years under nonunion agreements. In 1918 representatives of the Brotherhood of Railway Trainmen and of the Brotherhood of Locomotive Engineers undertook to unionize the force, and after about three months' activities some 1,200 of the 1,500 men employed had become affiliated with these organizations. This was contrary to the fixed and well-known policy of the company of dealing with employees individually, and not collectively, or through organizations.

Representatives of the unions named were not employees of the company and had never been in its employment. After securing the measure of unionization above indicated, a strike was precipitated on the demand of recognition of the union and the company's refusal. The company sought a temporary injunction restraining the defendant organizers from interfering with its business and with its contractual relations with its employees. This injunction was granted, and on appeal was sustained by the United States Circuit Court of Appeals (258 Fed. 382). After long delay the organizers submitted their answer in the case of the temporary injunction, and nearly two years thereafter the case was brought to hearing in the district court upon an application for a final decree.

Two points of special interest were involved, one being the status of the organizers under the Clayton Act, which undertook to limit the issue of injunctions in cases of dispute between employers and employees. The court below had made the temporary injunction permanent, and the case was appealed on this ruling to the Court of Appeals which held (*Montgomery et al. v. Pacific Electric Ry. Co.*, 293 Fed. 680) that the decision in the case of *Hitchman Coal & Coke Co. v. Mitchell*, 245 U. S. 229, 38 Sup. Ct. 65, was applicable here. In that case it was held that union organizers not employees of the mining company were not within the purview of the Clayton Act, which was restricted to disputes between employers and employees; furthermore that, being outsiders, they could be enjoined from interfering or attempting to interfere with the contract relations of the mine operators

and their employees who were, as in the present case, under contract not to become members of any labor organization. On this authority and citing also *Duplex Printing Co. v. Deering*, 254 U. S. 443, 41 Sup. Ct. 172, and *American Steel Foundries v. Tri-City Central Trades Council*, 257 U. S. 184, 42 Sup. Ct. 72, the court ruled that these officials of the union had no standing under the Clayton Act so that in so far as it was concerned the injunction was proper.

Another contention related to the California statute which makes it unlawful for any employer or agent of an employer to require an agreement, either written or verbal, not to join or become a part of any labor organization, as a condition of employment. The court found this statute to be on an identical footing with the law of Kansas of similar purport which had been held by the Supreme Court of the United States to be "repugnant to the 'due process' clause of the fourteenth amendment, and therefore void." (*Coppage v. State of Kansas*, 236 U. S. 1, 26, 35 Sup. Ct. 240.)

That decision was regarded as controlling in the present case, so that the statute of California was likewise void and ineffective. It may be added in this connection that a similar construction has been placed upon the laws of like purport in some 10 or 11 other States, some decisions having been rendered before and others since the Supreme Court decision above noted.

Labor Legislation in China.¹

LABOR matters are receiving considerable attention in China. The Ministry of Communications and the Ministry of Agriculture and Commerce have each organized a special labor division in their offices, while a similar division will soon be organized in the Foreign Ministry. The Ministry of Communications will deal with railway laborers, sailors, telegraph and telephone operators, and post office employees; the Ministry of Agriculture and Commerce, with laborers in ordinary mines, in factories and on farms; and the Foreign Ministry, with emigrated laborers. Parliament is drafting a special chapter on labor for the national constitution and a bill for the protection of workers has been submitted for its consideration.

Pending the approval of the bill a set of provisional factory regulations was promulgated by presidential mandate on March 29, 1923. Other regulations governing labor unions have been submitted to Parliament for deliberation.

A third set of regulations, governing, in detail, working conditions in mines, has been also drafted but not yet approved and promulgated. These provisions apply to all mines employing more than 50 underground workers. The mine owners are to be represented by the chief engineer, who shall look after the ventilation, presence of gas or water, and use of explosives in the mines. No women or children under 12 are to be allowed to work underground, while under special conditions the employment of children under 17 may also be prohibited. Working time is to be limited to 10 hours a day. The shafts must be properly supported, and each pocket must have at

¹ China. Bureau of Economic Information. Bulletin, May 9, 1923, pp. 12-16.

least two openings for passage of laborers. Safety lamps are required in all mines where presence of coal gas is suspected.

While all these regulations deal with payment of wages, hours of labor, and general working conditions of women and children as well as of men, they contain no provision concerning wage rates nor are any special regulations governing them expected to be promulgated soon. At present, wages vary too widely to make the determination of a uniform minimum wage possible or useful for the whole country. They may be as low as 2 cents a day, or as high as \$4.10. The very low wages are generally paid where food and lodging are supplied by the employer.

The text of the provisional factory regulations promulgated March 29, 1923, and of the draft regulations on labor unions which have been submitted to Parliament for consideration are given below:

Provisional factory regulations.

ARTICLE 1. The present regulations shall apply to the following factories: (a) Those which at ordinary times employ more than 100 laborers. (b) Those in which conditions exist that are dangerous to the life or injurious to the health of the laborers.

Factories to be exempted from the operation of these regulations will be specified by ministerial orders.

ART. 2. Foreign factories established in Chinese territory and fulfilling the above two conditions shall also come under these regulations.

ART. 3. Factory owners shall not employ boys under 10 or girls under 12 years of age.

ART. 4. Boys under 17 and girls under 18 years of age shall be considered children.

ART. 5. Children may do only light work in factories.

ART. 6. Children may work at most eight hours a day, exclusive of periods of rest.

ART. 7. Factory owners must not make children work after 8 p. m. or before 4 a. m.

ART. 8. Adults shall have at least two days' rest every month; children three days' rest.

In case of emergency, factories may temporarily suspend the operation of the above provision, but must report to the appropriate Government office.

ART. 9. All classes of laborers must have one or more periods of rest every day. Such periods of rest must at least amount to one hour every day.

ART. 10. Special kinds of factories which must have day and night shifts should interchange the laborers in the shifts once every 10 days.

ART. 11. Wages must be all paid in currency and not in goods, except with the consent of the laborers.

ART. 12. Wages should be paid at fixed periods, which must not be longer than one month.

ART. 13. If, for special reasons, the working time is prolonged, factory owners should pay their laborers for the extra hours at higher rates than ordinary.

ART. 14. Factory owners should not make deductions from laborers' wages in anticipation of fines or damages to be collected.

ART. 15. When, to encourage savings among laborers, or otherwise for their own benefit, a portion of their wages is put aside, consent must be obtained from the laborers themselves, and the plan (relating to the administration of the fund) must be approved by the appropriate Government office.

ART. 16. When a laborer dies or is discharged, the factory owner should pay him or his relatives all the wages due him, as well as the amount of his savings deposited with the factory.

ART. 17. Factory owners should, with a view to the conditions in their own factories, draw up plans for the payment of solatium, bonus, and old-age pension to laborers, and submit them for approval to the appropriate Government offices.

ART. 18. Factory owners should provide appropriate supplementary education for working children and adults who have had no schooling, and bear the expenses. Such supplementary education should take at least ten hours a week for children and six hours for adults.

ART. 19. In the case of sick or injured laborers, factory owners should consider the conditions and limit their amount of work or stop it altogether. If the sickness or injury is due to work in the factory, the owners should bear the medical expenses and should make no deductions from their wages during their convalescence.

ART. 20. Working women should be given five weeks' rest before as well as after childbirth, and should receive some special allowance of money.

ART. 21. When machines are running or where motive power is being transmitted, women and children should not be employed in cleaning, oiling, inspecting, or repairing the machine parts, or attending to the belts and pulleys, or in any other way be involved in danger.

ART. 22. Children should not be employed in the handling of poisonous or explosive material or of other dangerous objects.

ART. 23. Children should not be employed at places where their life may be endangered or their health injured, especially, for instance, where the atmosphere is filled with dust, powder, or harmful gases.

ART. 24. Factories should provide special equipment for safeguarding laborers' life and health, and such equipment should be open to inspection by Government officials.

ART. 25. When the Government considers that the plant or equipment or any accessory structure of a factory involves danger or possible injury to the laborers' life or health, or is detrimental to the public welfare, the factory owners should change the construction or arrangement accordingly. If the Government considers it necessary, a whole plant or a part of it may be suspended from operation.

ART. 26. Factory owners may appoint suitable managers to take charge of the factories. The appointment of factory managers should be reported to the Government.

ART. 27. Factory managers shall bear all the responsibilities of the factory owners as outlined in the present regulations.

ART. 28. The present regulations shall become effective on the day of their promulgation.

Draft regulations governing labor unions.

ARTICLE 1. Laborers engaged in the same kind of employment may, in compliance with the present regulations, organize unions for maintaining their livelihood and promoting their common interests.

ART. 2. Labor unions shall be juridical persons.

ART. 3. Labor unions shall deal with the following matters: (a) Mutual help for members; (b) improvement of terms of employment; (c) investigation of labor conditions; (d) making proposals to the Government with respect to labor legislation; (e) answering inquiries of Government offices.

ART. 4. Labor union may establish branches.

ART. 5. A labor union may be organized when proposed by at least 10 men, who should submit a draft constitution of the union to the appropriate local administrative office for approval. Laborers employed in national or public industries should secure in addition the approval of the Government office in charge of the industry.

In applying to the Government for permission to organize a labor union, the promoters should submit with the application their own names, age, native place, business, and present address.

ART. 6. The constitution of a labor union should mention the following particulars: (a) Name of union; (b) address of headquarters; (c) the kind of work to be done by the union; (d) qualification for membership and rules governing admission and expulsion of members; (e) Number of officers, their duties, election, terms of office, and retirement; (f) frequency of meetings and rules for passing resolutions; (g) funds; (h) rules governing its dissolution.

ART. 7. When the constitution is revised, it must be passed by a general meeting of the union and approved by the Government offices in accordance with article 5.

ART. 8. When a labor union elects its officers or passes resolutions, their names should be reported to the appropriate Government offices. If the union is

organized by laborers of some national or public industry, the names of the officers should be reported to the Government office in charge of the industry.

ART. 9. If considered necessary by the Government, a special investigation may be made of the union before approval is given.

ART. 10. When a labor union is organized without the previous approval of the appropriate Government office, it shall be dissolved, and the promoters shall be fined from \$10 to \$100. However, they may still apply for approval after the dissolution, in accordance with the provisions of the present regulations.

ART. 11. When a report required under the present regulations is not made, the fine will be between \$5 and \$50.

ART. 12. When a resolution of a labor union conflicts with the present regulations or other laws or regulations, the Government office in charge of the matter may order its cancellation. If the labor union refuses to obey such orders of cancellation, the Government office may take the matter into its own hands and prevent the carrying out of the resolution.

ART. 13. When a labor union passes a resolution or carries one into effect which will produce any of the following results, the appropriate Government office may order its dissolution: (a) Disturbing the form of government; (b) disturbing public peace; (c) endangering the living of the public; (d) obstructing communication and inflicting injury on the nation or society.

ART. 14. Detailed regulations for the enforcement of the present regulations shall be promulgated by presidential mandates.

ART. 15. The present regulations shall take effect on the day of their promulgation.

Regulation of Contract Labor in Guatemala.

THE President of Guatemala has issued a decree¹ for the protection of native laborers engaged for employment outside the national territory. Every contractor engaging Guatemalan laborers for such work must secure a permit from the Department of Agriculture stipulating the nature of the work, the wages, the kind of food, and shelter which they will receive, and the conditions under which the work is to be done. The contractor is also required to deposit 25 gold pesos (\$24.12, par) for each laborer engaged, which sum is to be used for the worker's repatriation. This act prohibits the employment of married men over 21 unless they deposit with the police bureau a sum of money for the support of their families while they are gone, and of minors under 21. Laborers may not leave the country until they have paid all taxes due and have performed their military service. Women may not be employed outside of the country without their fathers or husbands. Violations of this regulation will be punished by a fine of 200 pesos (\$99.50, par) for the first offense and 500 pesos (\$248.75, par) for the second.

¹ El Guatemalteco, Guatemala, July 27, 1923, pp. 435, 436.

LABOR ORGANIZATIONS.

Labor Unions in Shanghai, China.

THE Bulletin of the Chinese Bureau of Economic Information, May 9, 1923, contains (pp. 8-10) the following list of labor unions and organizations as of April 15, 1923, in Shanghai, including organizations in the International Concession, the French Concession, and Chinese territory:

Shanghai Laborers' & Merchants' Club 上海工商友誼會, Moi Lan Lee, King Lung Street 金龍街美倫里, organised by company employees and labourers.

Shanghai Land Products Club 上海地貨業友誼會, Woosung, organised by employees of vegetable shops.

Shanghai Engravers' Club 上海鑄業友誼會 City God Temple, City.

Shanghai Furniture Laborers' Association 上海木器工會, Newchwang and Kweichow Roads.

Shanghai Wood Polishing Laborers' Association 上海泡力水工會, Newchwang and Kweichow Roads. 1482 Kau Zeu Lee, Elgin Road.

Chung Hua Laborers' Union 上海勞動聯合會, North Szechuen Road. 506 Foh Liang Lee, Foochow Road.

Shanghai Printers' Association 上海印刷職工會, Chekiang Road, organised by the printers, 6 Ting Yen Lee, Chefoo Road.

Shanghai Hua Yang Steamship Laborers Association 上海華洋輪船工會 French Settlement 法界永安街, organised by sailors and waiters on steamships.

Shanghai Chiun An Sailors' Union 上海均安水手工會, Seward Road, organised by sailors and laborers. 554 Yuen Fong Road.

Yuen Yin Association 焱盈總會, Seward Road, organised by engine room laborers of steamships. 144-5 Hanbury Road.

Shanghai Mechanics' Association 上海機器工會, Seward Road, organised by mechanics of factories: has a free school. 15 North Szechuen Road.

Chung Hua Electric Mechanics Association 中華電器工界聯合會, Dong Ka Loong, organized by electric mechanics: has a free school. 196-7 Ziang En Lee, Cunningham Road.

Chung Hua Laborers' Union 中華工會, Rue Amiral Bayle

Warehouse Coolies Association 上海棧案公義會 North Honan Road, organized by warehouse and loading coolies: has a free school.

China National Labor Union 中國全國工界聯合會, Range Road, organized by laborers: has free school, reading room, etc.

Shanghai Silk and Crepe Dyeing Laborers Association 上海染織綢緞公會, Hua Shen Road, West Gate, promoted by laborers of dyeing works. 30 Route Voisin.

Shanghai Riesha Coolies Association 上海人力車公會, Burkill Road, organized by managers of riesha companies: has no relation with riesha coolies at all.

Cantonese Gold and Silver Smiths' Association
上海金銀首飾公會. Szechuen Road. 374 Jukong Road.

Shanghai Chinese Printers' Union 上海中文印刷公會. organized by printers of Chung Hua Book Co. when demanding an increase in wages.

Shanghai Blacksmiths' Club. 上海鐵業聯合會
North Soochow Road 北蘇州路. organized by employers and employees of iron shops.

Shanghai Industrial and Commercial Investigation Association 上海工商研究會. Temple of Heaven, Honan Road.

Shanghai Carpenters and Masons' Guild 上海水木會所, Heng Feng Road, Chapei 恆豐路, organized by building constructors and carpenter and mason foremen.

Shanghai Chinese Labor Corps 上海駐滬參戰華工會. Rue Amiral Bayle, organized by Chinese laborers in France during the War.

Shanghai Labor Union 上海勞動同盟會.

Shanghai Laundrymen's Association 上海洗衣織工會. 51 N. Honan Road.

Shanghai Copper Smiths' Association 上海銅匠公會. Ward Road.

Shanghai Tailors' Association 上海成衣公司. 128 Rue Lagrene.

Shanghai Barbers' Association 上海理髮公會. 19-20 Canton Road.

Shanghai Shoemakers' Association 上海履業公會. West Gate.

Shanghai Foreign Furniture Makers' Association 上海西式家公會. 347 Paoshan Road.

Hunan Laborers' Union of Shanghai (駐滬湖南勞工會). 560 Woohing Lee, East Broadway.

Anhui Restaurant Employees Association. 64 Rue Baron Gros. (安徽駐滬勞工總會飯業部)

Cantonese Citizens' Union. 232 Zung Tse Lee, North Szechuen Road. (廣東公民大會)

Cantonese Labour Union. 232 Zung Tse Lee, North Szechuen Road (粵僑工界聯合會).

Chauffeurs Friendly Saving Society. 742 Ching An Lee, Carter Road (上海汽車友誼儲蓄公司)

Chinese-Foreign Druggists Union. 448 Honan Road (西藥司公).

Chinese Machine Tailors Union. 279 Foochow Road (上海機衣聯合會).

Kiang Chi Foreign Employment Bureau. 879 Tah Lee Fong, Avenue Road. (江浙洋務職業公所).

Lift Operators Union. 196, Cunningham Road (上海升降機同志會).

Laundry Employees Union. 4-5 Jessfield Road
(洗衣公會)

Lumber Coolies Union. 255 Tientsin Road. (南北木業棧司事業所)

Shanghai Engravers Association. West Gate
(上海鑄業友誼會)

Shanghai-Nanking Railway Mechanics Union
Chapei. (滬甯機務同人進德會)

Shanghai Women's Labour Improvement Society
Chapei. (上海女子工人進德會)

Ship and Godown Workers Union. (船務棧房聯合會)

Steam Launch Employers Union. 1 North Fokien Road. (小輪同業公會)

Yangtszepoo Mill Workers Union 97 Thorburn Road. 楊樹浦紡織公人俱樂部)

Chinese Newspaper Venders Union. West Gate.
(中華海員工業聯合會)

Chinese Seamen's Union (Shanghai Branch)
(上海支部). 163 Broadway.

Chun An Sailors Association. (均安公所). East Gate.

Chun An Steamer's Union. (均安公所), 25 Rue Probet.

Foreign Tailors Union. (三藝堂). N. Szechuen Road Extension.

Guild of Steamship Firemen. East Yuhang Road. (焱盞南社)

Guild of Steamship Firemen. Boulevard des Deux Republiques. (焱盞中社)

Shanghai Branch of the National Union Labourers' Self-helping Association (全國工團工人自救會上海部). 358 Shen Chu Li, N. Szechuen Road

Kiangsu Labor Union of Shanghai (江蘇駐滬勞力會) Huang Ho Road, French Town.

Labour Union of the Canton Nanyang Brothers' Tobacco Co. (南洋烟草織工同志會) Chaoufoord Road and Seward Road.

Women Labor Union. (女子總工團)

Shanghai Spinners' and Weavers' Union (上海紡織工會) Huang Ho Road.

Szechuen Labor Union of Shanghai (四川駐滬勞工會)

Restaurant Employees' Club (菜館工會). Small Garden, Kwangse Road.

Young Laborers' Club (工界年青勵志會) Pao-chin Li, Paoshan Road.

COOPERATION.

The Question of Cooperative Savings Returns.

IN EVERY financially successful cooperative society the question of disposition of the savings made by the society arises, and invariably there are differences of opinion among the membership as to whether the surplus-savings should be kept as a common fund of the association, to be used for expansion, social purposes, or making secure the financial position of the society, or whether they should be returned to the members in proportion to their patronage. This question is the subject of an article in the January, 1924, issue of *Cooperation* (New York). As the article states, "This is a highly important subject, and lack of understanding of the fundamentals has been responsible for the difficulties that many societies have encountered. Directors might solve many of their problems of finance, of loyalty among the members, of dividend policy, if they were straight in their thinking on this subject."

The article points out that there are two distinct approaches to the question:

1. When a successful cooperative society performs service for a member and he pays his money for the service at the current market rate, he pays more than the service costs. The overcharge is really a loan that he makes to the society. It is customary to return these loans at the end of a fiscal period as savings-returns or "dividends." They belong to the member just the same as though he had made any other sort of a loan. From the standpoint of accuracy and strict accounting, this is the correct attitude toward the matter.

2. A cooperative society is a social organization for mutual aid through joint action. The members are in it to get something for themselves, but they are in it also to help the whole membership. The more each member helps the whole membership the better is it for him and the more does he get out of it. The view may be taken that the surplus-saving is a common fund, made possible not by individual but by common action, and that it belongs to the whole organization. As a matter of fact this is the case because it remains in the common treasury until the members decide what disposition to make of it.

The first principle appeals to people who are not socially minded and the second to those who are.

These two classes are quite different. Both are right. The first becomes converted into the second by the slow processes of experience and education.

But in our cooperative movement the matter is not as simple as it might seem. Each cooperative society is composed of people representing both of these principles. And both are more or less represented in each individual. For this reason practice requires an adjustment of the two. And this is precisely what experience has taught.

The general practice of the successful societies is to return part of the savings to the members as dividends on patronage and to retain the remainder as the property of the society. There are, however, societies that pay no purchase dividends but use the savings in various ways for the common good of the members. Thus, the society may use the savings to build up a strong reserve fund or to supply

such things as the various kinds of social insurance (life, health, accident, unemployment, etc.), medical care, recreation, music, etc.

Societies should be in a position to make every possible use of the surplus-savings. The matter should be discussed at the members' meetings. The members should decide whether they want to accumulate reserves for strength and expansion, use the funds for common social purposes, or take it back as savings-returns. The mere discussion of the matter will do them good.

The issuing of stock to the members instead of giving them cash for savings-returns has not much to recommend it. If the society needs the money, then it had better keep it in its treasury as a common fund without any strings to it. Noninterest-bearing stock (nondividend-bearing) is best, if the members insist on having stock. On the other hand, this surplus does belong to the individuals who created it, and if the majority of the members think that they should have it, that is a good reason why they should have it. Only a larger social interest in cooperation can make them think differently.

Of course, the best thing to do with money is to spend it, to buy life in great abundance, but socially administered money can usually be better spent and made to purchase more life than is the case when the individual is turned loose with the cash in his hand. That is the thesis that cooperation should prove. Our societies should be so well organized and so efficiently administered that the individuals will be best served by the largest use of their united capital and manpower.

Membership of Cooperative Cotton-Marketing Associations in the United States.

ACCORDING to an account in the December, 1923, issue of the International Cotton Bulletin (p. 281) the membership of the cotton-marketing associations in 1922 was, by States, as follows:

	Number of members.	Increase over preceding year.
Alabama.....	20,300	9,300
Arizona.....	1,263	-----
Arkansas.....	10,697	4,363
Georgia.....	38,000	24,318
Louisiana.....	5,159	741
Mississippi.....	18,040	7,354
Missouri.....	528	-----
North Carolina.....	31,069	1,535
Oklahoma.....	50,362	15,495
South Carolina.....	13,600	2,332
Tennessee.....	6,441	6,441
Texas.....	30,134	10,094
Total.....	¹ 225,613	81,973

¹ Not the exact sum of the items, but is as given in the report.

Cooperation in Foreign Countries.

Brazil.

CERTAIN new cooperative legislation has been passed in Para, Brazil, in an effort to develop the agriculture of that State, according to the January 28, 1924, issue of Agricultural Cooperation (Washington, D. C.). This legislation contains the following provisions with regard to agricultural cooperative enterprises: Exemption from certain taxes; free carriage, over State-owned trans-

portation lines, of agricultural instructors, supplies, and of animals for breeding purposes; reduction of 50 per cent in the price of breeding animals sold by the State and in taxes on exports; and free grants of land for experimental purposes.

All cooperative societies are to be classed as public utility institutions and their establishment, regulation, and operation are covered by the provisions of the law. Among the requirements are those of an adequate system of bookkeeping and of annual reports to the Government. Each of the first five societies organized will be granted an annual State subsidy of 20 contos national currency (\$324.40, par).

At least 20 per cent of the subscribed capital of cooperative societies is to be applied toward capital for a loan bank, and 10 per cent of the subsidy provided for above is to be deducted for the purpose of establishing a savings bank.

Latvia.¹

AT THE end of 1922 the number of registered cooperative societies in Latvia, classified by type of society, was as follows:

	Number.
Consumers' societies.....	563
Credit societies.....	171
Agricultural societies.....	157
Creameries.....	233
Fire insurance societies.....	122
Societies for joint use of machinery.....	68
Miscellaneous.....	777

The cooperative movement of Latvia has 10 central associations. The number of societies affiliated to each of the chief central societies at the end of 1922 was as follows:

NUMBER OF SOCIETIES OF EACH TYPE IN AFFILIATION WITH CENTRAL SOCIETIES AT END OF 1922.

Central associations and type of affiliated society.	Number of affiliated societies.	Central associations and type of affiliated society.	Number of affiliated societies.
Central agricultural association:		People's Bank:	
Agricultural societies.....	72	Cooperative societies of all types.....	309
Other societies.....	21	Educational associations.....	92
Consumers' cooperative union "Konsums":		Communes.....	239
Consumers' societies.....	183	Central creamery association.....	48
Agricultural societies.....	84	Central association of fishermen's societies.....	34
Credit societies.....	20	Central fire insurance association.....	40
Creameries.....	13	Association of workers' productive societies.....	24

The sales of the consumers' cooperative union "Konsums" amounted in 1922 to 564,000,000 rubles and the net surplus for the year to 1,165,344 rubles.

¹ Kooperatören, Stockholm, Häfte 23-24, 1923, p. 378.

Netherlands.

A REPORT from the consul general at Rotterdam, dated December 17, 1923, gives figures, gathered by the Central Bureau of Statistics, showing the number of registered cooperative societies of the various types. These figures are given in the table below:

NUMBER OF COOPERATIVE SOCIETIES OF EACH TYPE IN THE NETHERLANDS, 1910 to 1923.

Type of society.	Number of registered societies.				
	1910	1912	1914	1915	1923
Consumers' societies.....	223	270	240	327	413
Insurance societies.....	42	46	47	54	84
Building societies.....	201	236	269	282	178
Credit societies.....	536	641	715	749	834
Agricultural societies.....	1,163	1,264	1,362	1,417	1,153
Organizations for the middle classes.....					94
Miscellaneous.....	155	206	261	290	276
Total.....	2,320	2,663	2,894	3,119	3,032

The report states that the decrease in the number of building societies seems to have been due to the high cost of all forms of building during and since the war, to the policy of the municipal and other government organizations in subsidizing the building of dwellings, and to the "present-day depression in nearly all lines of business."

The decrease in agricultural lines is of considerable significance. There is no country in the world where cooperation in buying for farmers and especially for the sale of farm products has been developed more highly than in Holland and in dairy lines cooperation has been developed to such a point that the principal exporting interest in the dairy business in the country is a cooperative organization. The result of cooperative sales of farm products, especially the products of the vegetable growers, have been so unsatisfactory in the past two years, however, that this cooperative system has been greatly weakened.

Otherwise the cooperative movement has continued and it is quite evident that it is still accepted in principle as of great benefit to the members of the societies. A movement of peculiar interest in this connection has taken place in the past two or three years in the organization of "middle class" cooperative societies. An organization was effected after some agitation on the part of a group of interested people which claimed that while there were cooperative organizations for various groups in the population of the country and for various lines of business there were none for the great middle class. This group has been organizing branches in various parts of the country which carry on a buying and selling business of a more or less general sort for its members, the organizations being so widely divergent or so general that they have not been included under other groups in the statistics.

Switzerland.

THE International Cooperative Bulletin for January, 1924, contains (p. 24) figures, taken from the official report of the Swiss registrar, showing the number of societies of each type in existence on December 31, 1922. These figures are shown in the table below. For purposes of comparison similar figures for 1917, 1919, and 1920, taken from the 1921 Statistisches Jahrbuch der Schweiz, are also given.

DEVELOPMENT OF COOPERATIVE MOVEMENT IN SWITZERLAND, 1917 TO 1922.

Type of society.	Number of societies at end of—			
	1917	1919	1920	1922
Workers' societies.....	50	51	55	51
General consumers' societies.....	503	622	639	666
Agricultural consumers' societies.....	145	160	167	187
Hotel and restaurant societies.....	75	92	99	113
Housing and construction societies.....	59	112	179	226
Water supply societies.....	378	385	390	400
Electricity and gas supply societies.....	346	375	382	395
Other consumers' societies.....	118	149	153	161
Agricultural supply societies.....	689	750	766	794
Cheese factories.....	2,578	2,652	2,668	2,700
Other agricultural producers' societies.....	172	194	196	198
Land-improvement societies.....	105	113	112	112
Cattle-breeding societies.....	1,382	1,472	1,502	1,546
Societies for joint use of machinery, etc.....	249	307	323	341
Pasture societies.....	66	74	76	82
Raiffeisen societies.....	231	263	291	334
Other credit, savings, and banking societies.....	214	215	207	203
Insurance societies.....	210	228	227	247
Mutual aid societies.....	561	604	619	615
Miscellaneous.....	1,955	2,147	2,123	2,094
Total.....	10,146	10,965	11,174	11,408

CONCILIATION AND ARBITRATION.

Conciliation Work of the Department of Labor in January, 1924.

By HUGH L. KERWIN, DIRECTOR OF CONCILIATION.

THE Secretary of Labor, through the Division of Conciliation, exercised his good offices in connection with 37 labor disputes during January, 1924. These disputes affected a total of 50,278 employees. The table following shows the name and location of the establishment or industry in which the dispute occurred, the nature of the dispute (whether strike or lockout or controversy not having reached strike or lockout stage), the craft or trade concerned, the cause of the dispute, its present status, the terms of settlement, the date of beginning and ending, and the number of workmen directly and indirectly affected.

On February 1, 1924, there were 59 strikes before the department for settlement and, in addition, 19 controversies which had not reached the strike stage. Total number of cases pending, 78.

LABOR DISPUTES HANDLED BY THE UNITED STATES DEPARTMENT OF LABOR THROUGH ITS DIVISION OF CONCILIATION, JANUARY, 1924.

Company or industry and location.	Nature of controversy.	Craft concerned.	Cause of dispute.	Present status and terms of settlement.	Duration.		Men involved.	
					Begin- ning.	End- ing.	Di- rectly.	Indi- rectly.
Hilles-Jones, Pusey-Jones, and Dupont Engineering Cos., Wilmington, Del.	Strike.....	Molders.....	Closed shop; minimum wage.	Adjusted. Reemployment when possible; some increase.	1923. Mar. 8	1924. Jan. 28	35	200
Roberts Printing Co. and McManus Publishing Co., Toledo, Ohio.	do.....	Printers.....	44 hours a week; asked discharge of nonunion men.	Unable to adjust.....	Sept. 25	.....	15	25
Southern Manganese Steel Co., St. Louis, Mo.	do.....	Steel workers.....	Open shop; asked 50 cents a day increase.	Unable to adjust. Some employees returned; open shop.	Oct. 15	.....	48	150
J. D. Silberstein & Son, New York City.	do.....	Shirt makers.....	Sending work to non-union shops.	Adjusted. Agreed to have work done in union shops.	Oct. 17	Jan. 9	180	.....
Price & Price, Paterson, N. J.	do.....	Silk weavers.....	Wage cut; asked increase.	Adjusted. Compromised as to wages and number of looms.	Nov. 15	Jan. 22	86	.....
Commonwealth Steel Co., Granite City, Ill.	do.....	Molders.....	Alleged discrimination.	Pending.....	(1)	.....	(1)	(1)
Clothing workers, 12 shops, New York City.	Threatened strike.	Clothing workers.....	Alleged violation of contract; wage cuts.	do.....	(1)	.....	3,000	.....
National Steel Casting Co., Montpelier, Vt.	Strike.....	Molders.....	From day to piece work.	Unable to adjust.....	Dec. 1	.....	45	255
Kelly-Jones Co., Greensburg, Pa.	do.....	Plumbers.....	10 per cent wage cut.....	Unable to adjust. Many now employed elsewhere.	do.....	.....	1,400	.....
Sawyer Woolen Mills, Dover, N. Y.	do.....	Textile workers.....	Working conditions.....	Adjusted. Returned; company agreed to no discrimination.	do.....	Jan. 7	230	.....
Six shops cap and hat makers, Baltimore, Md.	do.....	Cap and hat makers.....	Asked minimum of \$40 a week; holidays.	Adjusted; terms of settlement not reported.	do.....	Feb. 4	75	125
Scranton Anthracite Coal Co., Old Forge, Pa.	Lockout.....	Miners.....	Working conditions.....	Adjusted. Company agreed to work high coal places.	Dec. 9	Jan. 12	150	150
Fields Cigar Corp., Detroit, Mich.	Strike.....	Cigar makers.....	Asked increase.....	Unable to adjust. Company filled places with other girls.	Dec. 10	.....	9	60
Jermyn Colliery, Old Forge, Pa.	Lockout.....	Miners.....	Claim no market for coal.	Adjusted. Sufficient orders to begin work.	do.....	Feb. 2	400	.....
Miller Rubber Co., Akron, Ohio.	Strike.....	Rubber workers.....	28 per cent wage cut.....	Adjusted. Returned on company's terms.	Dec. 14	1923. Dec. 22	125	700
Morris Weiss, New York City.	do.....	Cap and hat makers.....	Open shop; recognition of union.	Pending.....	Dec. 15	.....	18	.....
Foundry & Supply Co., Reading, Pa.	do.....	Molders.....	10 per cent wage cut.....	Pending. Strike breakers employed.	do.....	.....	55	70
Feltman Bros., Paterson, N. J.	Controversy.	Silk weavers.....	3-loom system.....	Pending.....	(1)	.....	35	.....
Belmont Mills, Paterson, N. J.	do.....	do.....	do.....	do.....	(1)	.....	60	.....
Glen Alden Coal Co., Wilkes-Barre, Pa.	Strike.....	Miners.....	do.....	do.....	(1)	.....	400	.....
Jos. Hilton Co., Rahway, N. J.	do.....	Clothing workers.....	(1)	do.....	(1)	.....	250	.....

S. J. Cohen and Kessler Co., Philadel- phia, Pa.	do.	do.	Piecework; racial dis- crimination. Working conditions and organization.	Not a case for mediation.	(1)	85
Samet & Wasserman, Boston, Mass.	do.	do.	Unemployment.	Unable to adjust.	(1)	(1)
Window washers, Philadelphia, Pa.	Controversy.	Window washers.	Asked \$5 a week increase.	Settled before commissioner's arrival.	1924. Jan. 1	300
Steam fitters, Philadelphia, Pa.	Strike.	Steam fitters.	Asked 25 cents an hour increase.	Pending. All but 40 men returned.	do.	200
Mississippi Light & Power Co., Jackson, Miss.	Threatened strike.	Railway workers.	Renewal of agreement.	Adjusted. Men agreed not to strike.	1924. Jan. 19	37
Plumbers, Philadelphia, Pa.	Strike.	Plumbers.	Asked 25 cents an hour increase.	Pending.	Jan. 2	350
Electrical workers, Springfield, Mass.	do.	Electrical workers.	Asked 30 cents an hour increase.	do.	do.	(1)
Pennsylvania Coal Co., No. 9 Mine, Pittston, Pa.	do.	Miners.	Working conditions.	Adjusted. Returned; gave company week to settle differences.	Jan. 3	20
Teamsters, Boston, Mass.	Controversy.	Teamsters.	do.	Adjusted. \$2 a week increase; hours referred to arbitration.	Jan. 7	1,500
Columbia Mills, Paterson, N. J.	Strike.	Silk weavers.	4-loom system.	Adjusted. Employees returned; same conditions.	(1)	40
Four textile mills, Amsterdam, N. Y.	do.	Textile workers.	10 per cent wage cut.	Settled before commissioner's arrival;	Jan. 11	2,000
General Fur Dressing Co., Paterson, N. J.	do.	Fur workers.	Asked discharge of 1 man.	wage cut accepted.	Jan. 17	25
Asbestos workers, New England.	do.	Asbestos workers.	Asked increase and closed shop.	Adjusted. Men employed elsewhere for present.	(1)	300
Glen Alden Coal Co., Parsons, Pa.	do.	Miners.	Working conditions; re- fused conference.	Adjusted. Returned; grievances to be settled later.	Jan. 21	6
1,000 shops, New York City.	do.	Clothing workers.	Asked 10 per cent in- crease.	Pending.	Jan. 26	35,000
Carter & Elm Woollen Mills, Tilton, N. H.	Threatened strike.	Textile workers.	1 or 2 looms.	Adjusted; compromised.	Feb. 1	200
Total.					Feb. 2	46,679
						3,599

¹ Not reported.

IMMIGRATION.

Statistics of Immigration for December, 1923.

By W. W. HUSBAND, COMMISSIONER GENERAL OF IMMIGRATION.

THE following tables show the total number of immigrant aliens admitted into the United States and emigrant aliens departed from the United States from July to December, 1923. The tabulations are presented according to the countries of last permanent or future permanent residence, races or peoples, occupations, and States, of future permanent or last permanent residence. The last table (Table 6) shows the number of aliens admitted under the per cent limit act of May 19, 1921, from July 1, 1923, to February 7, 1924.

TABLE 1.—INWARD AND OUTWARD PASSENGER MOVEMENT, JULY TO DECEMBER, 1923.

Period.	Arrivals.					Departures.			
	Immi- grant aliens ad- mitted.	Non- immi- grant aliens ad- mitted.	United States citizens arrived.	Aliens de- barred.	Total arrivals.	Emi- grant aliens.	Non- emi- grant aliens.	United States citizens.	Total depart- ures.
— 1923.									
July.....	85,542	13,039	20,637	2,399	122,117	8,041	14,213	39,898	62,152
August.....	88,286	13,688	33,510	2,804	138,288	6,489	12,267	27,744	46,500
September.....	89,431	18,221	51,894	2,331	161,877	6,073	10,245	16,025	32,343
October.....	88,028	15,490	27,553	3,094	134,165	7,291	13,856	18,104	39,251
November.....	92,782	12,611	21,942	2,933	130,268	6,925	11,607	14,901	33,433
December.....	55,794	12,287	17,620	2,924	88,625	9,480	13,722	16,928	40,130
Total.....	499,863	85,336	173,156	16,985	775,340	44,299	75,910	133,600	253,809

TABLE 2.—LAST PERMANENT RESIDENCE OF IMMIGRANT ALIENS ADMITTED AND FUTURE PERMANENT RESIDENCE OF EMIGRANT ALIENS DEPARTED DURING DECEMBER, 1923, AND FROM JULY TO DECEMBER, 1923, BY COUNTRIES.

Country.	Immigrant.		Emigrant.	
	December, 1923.	July to December, 1923.	December, 1923.	July to December, 1923.
Albania.....	2	219	20	123
Austria.....	904	6, 116	22	121
Belgium.....	38	1, 705	38	304
Bulgaria.....	6	478	16	132
Czechoslovakia.....	1, 509	12, 925	155	849
Denmark.....	423	3, 350	16	263
Estonia.....	52	296	1	4
Finland.....	27	3, 549	21	178
France, including Corsica.....	400	4, 864	176	743
Germany.....	13, 531	66, 983	45	483
Great Britain, Ireland:				
England.....	207	23, 320	391	2, 707
Ireland.....	45	16, 841	103	808
Scotland.....	45	33, 185	83	518
Wales.....	4	1, 498	12	40
Greece.....	86	4, 140	648	4, 002
Hungary.....	808	5, 016	54	297
Italy (including Sicily and Sardinia).....	5, 252	42, 477	3, 642	13, 002
Latvia.....	165	1, 363	1	55
Lithuania.....	98	2, 185	12	218
Netherlands.....	108	3, 547	35	206
Norway.....	675	9, 793	99	483
Poland.....	3, 152	27, 706	156	1, 546
Portugal (including Azores and Cape Verde Islands).....	16	2, 521	614	2, 469
Rumania.....	558	10, 718	145	652
Russia.....	463	11, 970	11	356
Spain (including Canary and Balearic Islands).....	49	592	464	1, 683
Sweden.....	1, 057	16, 216	78	449
Switzerland.....	65	3, 539	41	190
Turkey in Europe.....	106	1, 382	.....	48
Yugoslavia.....	874	4, 039	267	1, 127
Other Europe.....	72	295	1	16
Total.....	30, 797	322, 828	7, 367	34, 072
China.....	978	4, 901	632	2, 156
Japan.....	566	2, 716	298	1, 349
India.....	15	120	21	103
Syria, Palestine, and Mesopotamia.....	178	2, 470	31	292
Turkey in Asia.....	39	2, 667	16	145
Other Asia.....	26	212	2	43
Total.....	1, 802	13, 086	1, 000	4, 088
Africa.....	34	779	18	74
Australia, Tasmania, and New Zealand.....	38	510	60	274
Pacific Islands (not specified).....	.....	36	.....	10
Canada and Newfoundland.....	17, 559	103, 616	191	1, 350
Central America.....	78	1, 100	51	320
Mexico.....	4, 184	41, 769	189	1, 225
South America.....	718	5, 705	81	627
West Indies.....	581	10, 403	522	2, 258
Other countries.....	3	31	1	1
Grand total.....	55, 794	499, 863	9, 480	44, 299
Males.....	33, 851	300, 265	7, 923	32, 472
Females.....	21, 943	199, 598	1, 557	11, 827

TABLE 3.—IMMIGRANT ALIENS ADMITTED TO AND EMIGRANT ALIENS DEPARTED FROM THE UNITED STATES DURING DECEMBER, 1923, AND FROM JULY TO DECEMBER, 1923, BY RACES OR PEOPLES.

Race or people.	Immigrant.		Emigrant.	
	December, 1923.	July to December, 1923	December, 1923.	July to December, 1923.
African (black).....	487	7,161	202	738
Armenian.....	77	2,439	2	18
Bohemian and Moravian (Czech).....	992	6,380	133	811
Bulgarian, Serbian, and Montenegrin.....	279	1,841	229	1,162
Chinese.....	570	2,677	625	2,101
Croatian and Slovenian.....	440	2,961	28	42
Cuban.....	38	843	134	525
Dalmatian, Bosnian, and Herzegovinian.....	28	225	16	116
Dutch and Flemish.....	385	6,185	78	553
East Indian.....	15	85	15	102
English.....	6,207	58,754	579	4,041
Finnish.....	100	3,351	23	208
French.....	4,417	24,663	191	770
German.....	15,504	82,062	94	792
Greek.....	139	4,389	654	4,015
Hebrew.....	3,622	43,352	14	105
Irish.....	1,870	31,468	126	920
Italian (north).....	1,301	9,589	414	768
Italian (south).....	4,280	34,607	3,240	12,319
Japanese.....	517	2,412	299	1,327
Korean.....	7	40	1	17
Lithuanian.....	162	1,808	15	235
Magyar.....	862	6,458	60	310
Mexican.....	4,065	40,661	186	1,186
Pacific Islander.....		9		
Polish.....	2,021	17,888	163	1,585
Portuguese.....	75	3,127	628	2,555
Rumanian.....	153	1,323	141	645
Russian.....	728	8,056	22	435
Ruthenian (Russniak).....	276	1,463	3	5
Scandinavian (Norwegians, Danes, and Swedes).....	2,630	32,445	221	1,369
Scotch.....	2,480	46,626	134	728
Slovak.....	435	5,278	36	108
Spanish.....	128	2,337	529	2,068
Spanish American.....	189	1,615	76	493
Syrian.....	77	1,218	24	275
Turkish.....	11	287	22	182
Welsh.....	135	1,967	11	52
West Indian (except Cuban).....	39	1,211	81	398
Other peoples.....	53	602	31	200
Total.....	55,794	499,863	9,480	44,299

TABLE 4.—IMMIGRANT ALIENS ADMITTED TO AND EMIGRANT ALIENS DEPARTED FROM THE UNITED STATES DURING DECEMBER, 1923, AND FROM JULY TO DECEMBER, 1923, BY STATES OR TERRITORIES.

States.	Immigrant.		Emigrant.	
	December, 1923.	July to December, 1923.	December, 1923.	July to December, 1923.
Alabama.....	42	361	2	23
Alaska.....	26	157	4	41
Arizona.....	575	7,510	44	206
Arkansas.....	16	122	3	12
California.....	4,551	34,428	632	3,363
Colorado.....	107	1,122	20	95
Connecticut.....	1,016	10,109	191	895
Delaware.....	33	409	4	7
District of Columbia.....	120	1,178	18	179
Florida.....	256	2,457	210	817
Georgia.....	32	345	7	40
Hawaii.....	221	1,184	37	241
Idaho.....	96	688	13	60
Illinois.....	4,168	37,890	456	2,264
Indiana.....	494	4,423	84	390
Iowa.....	496	3,148	24	139
Kansas.....	125	1,175	2	52
Kentucky.....	74	453	5	20
Louisiana.....	135	798	24	223
Maine.....	1,316	5,826	13	56
Maryland.....	338	2,562	16	161
Massachusetts.....	4,728	41,102	749	4,124
Michigan.....	3,988	40,034	300	1,502
Minnesota.....	913	8,060	89	332
Mississippi.....	44	414	2	29
Missouri.....	508	3,639	42	234
Montana.....	174	1,218	34	116
Nebraska.....	266	2,055	16	89
Nevada.....	12	171	3	26
New Hampshire.....	597	3,663	9	43
New Jersey.....	2,628	26,569	425	1,742
New Mexico.....	73	586	1	23
New York.....	13,778	129,907	3,722	16,593
North Carolina.....	14	223	1	33
North Dakota.....	115	1,361	22	73
Ohio.....	2,119	20,337	482	2,051
Oklahoma.....	35	383	1	26
Oregon.....	704	3,841	55	203
Pennsylvania.....	3,727	41,242	929	3,895
Philippine Islands.....	23	142	16	99
Porto Rico.....	485	5,608	148	850
Rhode Island.....	7	128	2	10
South Carolina.....	75	785	5	37
South Dakota.....	47	322	4	23
Tennessee.....	2,636	25,673	111	776
Texas.....	74	885	34	153
Utah.....	245	1,703	3	30
Vermont.....	133	1,479	17	112
Virginia.....	3	9		
Virgin Islands.....	2,158	11,958	281	901
Washington.....	179	1,686	80	391
West Virginia.....	1,029	7,879	81	369
Wisconsin.....	40	455	7	45
Wyoming.....				
Total.....	55,794	499,863	9,480	44,299

TABLE 5.—IMMIGRANT ALIENS ADMITTED TO AND EMIGRANT ALIENS DEPARTED FROM THE UNITED STATES DURING DECEMBER, 1923, AND FROM JULY TO DECEMBER, 1923, BY OCCUPATIONS.

Occupation.	Immigrant.		Emigrant.	
	December, 1923.	July to December, 1923.	December, 1923.	July to December, 1923.
Professional:				
Actors.....	65	645	7	43
Architects.....	39	304	.....	8
Clergy.....	161	1,297	20	219
Editors.....	3	27	2	6
Electricians.....	314	2,914	9	39
Engineers (professional).....	334	3,636	26	109
Lawyers.....	13	143	2	21
Literary and scientific persons.....	69	539	25	50
Musicians.....	119	1,086	5	41
Officials (Government).....	40	306	16	83
Physicians.....	92	738	7	49
Sculptors and artists.....	52	278	2	24
Teachers.....	221	2,279	14	167
Other professional.....	343	2,729	19	188
Total.....	1,865	16,921	154	1,112
Skilled:				
Bakers.....	405	2,899	19	103
Barbers and hairdressers.....	242	2,059	6	81
Blacksmiths.....	290	2,658	6	41
Bookbinders.....	32	227	.....	1
Brewers.....	4	30	.....	.....
Butchers.....	342	2,271	5	46
Cabinetmakers.....	30	382	2	25
Carpenters and joiners.....	1,413	11,950	80	323
Cigarette makers.....	1	37	1	2
Cigar makers.....	20	203	70	162
Cigar packers.....	1	18	.....	1
Clerks and accountants.....	2,243	17,663	87	549
Dressmakers.....	258	3,066	16	76
Engineers (locomotive, marine, and stationary).....	144	2,834	10	45
Furriers and fur workers.....	13	237	.....	4
Gardeners.....	110	922	15	58
Hat and cap makers.....	25	260	.....	2
Iron and steel workers.....	297	6,582	23	58
Jewelers.....	47	332	6	16
Locksmiths.....	652	3,327	2	3
Machinists.....	428	4,990	30	142
Mariners.....	854	6,004	49	182
Masons.....	533	4,324	24	69
Mechanics (not specified).....	744	6,282	20	113
Metal workers (other than iron, steel, and tin).....	75	895	3	9
Millers.....	50	456	4	71
Milliners.....	59	542	1	2
Miners.....	489	5,917	78	439
Painters and glaziers.....	356	2,872	23	66
Pattern makers.....	7	282	.....	1
Photographers.....	46	357	1	6
Plasterers.....	35	470	1	15
Plumbers.....	140	1,525	4	41
Printers.....	172	1,240	5	24
Saddlers and harness makers.....	34	267	.....	.....
Seamstresses.....	213	1,905	8	17
Shoemakers.....	429	4,057	46	188
Stokers.....	106	681	5	7
Stonecutters.....	26	428	4	14
Tailors.....	574	5,730	13	179
Tanners and curriers.....	17	164	.....	4
Textile workers (not specified).....	33	388	.....	1
Tinners.....	79	585	.....	3
Tobacco workers.....	1	25	.....	.....
Upholsterers.....	29	287	.....	3
Watch and clock makers.....	41	453	.....	3
Weavers and spinners.....	146	2,393	74	284
Wheelwrights.....	12	110	.....	.....
Woodworkers (not specified).....	32	407	.....	.....
Other skilled.....	539	4,214	15	81
Total.....	12,868	116,207	756	3,563
Miscellaneous:				
Agents.....	134	1,399	20	67
Bankers.....	8	117	14	59
Draymen, hackmen, and teamsters.....	133	1,340	4	22

TABLE 5.—IMMIGRANT ALIENS ADMITTED TO AND EMIGRANT ALIENS DEPARTED FROM THE UNITED STATES DURING DECEMBER, 1923, AND FROM JULY TO DECEMBER, 1923, BY OCCUPATIONS—Concluded.

Occupation.	Immigrant.		Emigrant.	
	December, 1923.	July to December, 1923.	December, 1923.	July to December, 1923.
Miscellaneous—Concluded.				
Farm laborers.....	2,416	21,868	45	165
Farmers.....	2,059	14,125	146	900
Fishermen.....	368	1,794	17	39
Hotel keepers.....	19	129	4	19
Laborers.....	7,373	69,517	5,934	21,480
Manufacturers.....	30	414	11	41
Merchants and dealers.....	1,208	8,225	301	1,423
Servants.....	4,602	42,883	321	1,310
Other miscellaneous.....	2,034	19,151	345	2,416
Total.....	20,384	180,962	7,162	27,941
No occupation (including women and children).....	20,677	185,773	1,408	11,683
Grand total.....	55,794	499,863	9,480	44,299

TABLE 6.—STATUS OF THE IMMIGRATION OF ALIENS INTO THE UNITED STATES UNDER THE PER CENTUM LIMIT ACT OF MAY 19, 1921, AS EXTENDED BY PUBLIC RESOLUTION NO. 55, SIXTY-SEVENTH CONGRESS, APPROVED MAY 11, 1922, JULY 1, 1923, TO FEBRUARY 6, 1924.

Country or region of birth.	Maximum monthly quota.	Admitted Feb. 1 to 6, 1924.	Annual quota.	Admitted July 1, 1923 to Feb. 6, 1924.	Balance for year. ¹
Albania.....	58	2	288	287	1
Armenia (Russian).....	46		230	127	88
Austria.....	1,468	70	7,342	6,801	521
Belgium.....	313		1,563	1,563	(²)
Bulgaria.....	61		302	302	(²)
Czechoslovakia.....	2,871	30	14,357	14,249	90
Danzig.....	60		301	301	(²)
Denmark.....	1,124	105	5,619	3,980	1,564
Estonia.....	270	17	1,348	525	818
Finland.....	784		3,921	3,921	(²)
Fiume.....	14		71	59	12
France.....	1,146	80	5,729	4,448	1,256
Germany.....	13,521	21	67,607	67,574	(²)
Great Britain, Ireland.....	15,468		77,342	77,342	(²)
Greece.....	613		3,063	3,063	(²)
Hungary.....	1,149	18	5,747	5,348	378
Iceland.....	15		75	21	54
Italy.....	8,411		42,057	42,057	(²)
Latvia.....	308	5	1,540	1,493	32
Lithuania.....	526		2,629	2,629	(²)
Luxemburg.....	10		92	92	(²)
Netherlands.....	721		3,607	3,607	(²)
Norway.....	2,440	72	12,202	10,449	1,693
Poland.....	6,195		30,977	30,977	(²)
Portugal.....	493		2,465	2,465	(²)
Rumania.....	1,484		7,419	7,419	(²)
Russia.....	4,881		24,405	24,405	(²)
Spain.....	182		912	912	(²)
Sweden.....	4,008	236	20,042	18,562	1,397
Switzerland.....	750		3,752	3,752	(²)
Yugoslavia.....	1,285	81	6,426	5,967	396
Other Europe.....	17		86	86	(²)
Palestine.....	12		57	57	(²)
Syria.....	177		882	882	(²)
Turkey.....	531	22	2,654	2,555	92
Other Asia.....	19		92	92	(²)
Africa.....	21		104	104	(²)
Egypt.....	4		18	18	(²)
Atlantic Islands.....	24	2	121	111	10
Australia.....	56		279	279	(²)
New Zealand and Pacific Islands.....	16		80	80	(²)
Total.....	71,561	761	357,803	348,961	8,407

¹ After all pending cases for which quotas have been granted and admissions charged to the quota during the current fiscal year have been deducted from the annual quota.

² Annual quota exhausted.

FACTORY INSPECTION.

Massachusetts.

THE Massachusetts Department of Labor and Industries reports among its activities for December, 1923, the following:

Inspections in connection with industrial safety work.....	5, 578
Orders issued:	
Employment of women and minors (excluding minors from prohibited trades, and procuring and returning certificates)...	773
Industrial health.....	240
Industrial safety.....	280
Complaints received in violations of labor laws.....	178
Wages paid by employers to workers after complaint of nonpayment was made to department.....	\$1, 554. 95
Prosecutions instituted.....	27
Cases in which verdicts of guilty were secured.....	24
Cases dismissed.....	3

Minnesota.

A TYPEWRITTEN report received from the Minnesota Industrial Commission covering the year 1923 "shows consistent advancement in all departments." New laws relative to the employment of men and women have added in some degree to the work of the commission, particularly the enforcement of the 54-hour-week law for women and the "one day rest in seven" act.

During 1923, 26,526 inspections were made by the division of accident prevention, which resulted in the issuance of 11,571 orders to improve the working conditions of employees. Approximately 70 per cent of these orders had been complied with at the time the report for 1923 was prepared, which percentage is considered as an indication of "a 100 per cent compliance in the near future." These orders affected, directly or indirectly, 171,966 employees.

The chief of the division and his assistant made a special inquiry concerning the increase in the number of accidents resulting from the operation of farm machinery. The majority of these accidents occur, these officials think, because the mechanical guards to such machinery are crude, inadequate, or useless, and because farm laborers have a universal tendency to pay no attention to personal safety and know little about the dangers connected with operating high-speed power machines. The investigation showed that most of the farm accidents in Minnesota were attributable to corn shredders, which sometimes cause the loss of one or more fingers and sometimes the loss of an entire hand. During the last harvest season there were 11 such accidents. Forty-one corn-shredding machines were inspected.

Data from the report of the division of employment will be found in the section on recent employment statistics in this number of the MONTHLY LABOR REVIEW.

Nearly 3,000 inspections were made during the year by the five investigators of the division of women and children. These agents visited 132 cities in addition to St. Paul and Minneapolis in connection with their official duty, which is to ascertain whether the hour law for women, the wage law, the sanitation code, and the child-labor law are being strictly observed in all establishments employing women and children.

In February, 1923, various firms throughout Minnesota were asked for pay-roll reports for one week in January. The 1,700 replies sent in were carefully examined and wherever it seemed possible that the minimum-wage law was being violated the matter was looked into. Partly as a result of these measures \$35,296.37 was paid to employees during 1923 in adjustments to minimum-wage requirements. There were 320 firms and 2,554 persons involved in these cases, while the sums in dispute ranged from 4 cents to \$295.17.

The activities of the boiler inspection division for the year 1923 included 16,792 boiler and tank inspections and the issuance of 16,810 licenses and 4,609 exemptions.

Ohio.¹

THE following table shows some of the activities of the division of factory inspection of the Ohio Department of Industrial Relations during the fiscal year ended June 30, 1923:

OPERATIONS OF OHIO DIVISION OF FACTORY INSPECTION, 1922-23.

Item.	Inspections made.	Orders issued.	Item.	Inspections made.	Orders issued.
Factories.....	29,379	5,293	Miscellaneous.....	1,239	437
Mercantile establishments.....	4,025	1,188	Explosives.....	276	198
Schools.....	1,476	1,164	Home workshops.....	16	.....
Halls.....	188	193	Supplementals.....	109	109
Theaters.....	360	237	Substitutes.....	85	85
Churches.....	82	53			
Hotels.....	153	131	Total.....	37,449	9,134
Tenements.....	61	46			

The total number of revisits made was 8,345 and the total number of interviews 5,807.

The construction code upon which work was begun in the latter part of 1920 was adopted at the close of the fiscal year 1922-23 by the industrial commission as a guide for inspection.

A committee was appointed to formulate and complete a code of safety regulations on refrigeration, high and low pressure steam, and hydraulic piping and pressure tanks. It was expected that a completed draft of this code would be submitted to the industrial commission before the close of 1923.

A comprehensive survey of the stone-quarry situation in Ohio was planned during the year under review, for the purpose of gathering data regarding the hazards in this industry, preparatory to drafting a safety code for quarries and lime-burning operations.

¹ Ohio. Department of Industrial Relations. Second annual report, including the annual report of the industrial commission for the fiscal year July 1, 1922, to June 30, 1923. Columbus, 1923.

Despite the diligent efforts made by the division of inspection to enforce effectively all laws relating to the employment of minors and females, there were numerous conspicuous violations of these laws in 1922-23, particularly the laws concerning the employment of minors. These infractions might have been in part the outcome of the employers' ignorance of the new provisions of these laws, which were very considerably altered by the eighty-fourth general assembly. In a large number of cases, however, these violations seemed to have been "deliberate and willful."

Prosecutions for violations of the child-labor law were instituted in 67 cases; prosecutions for violations of the female-labor law, in 34 cases.

In the early part of the summer of 1922 there was an apparent laxity in enforcing the 8-hour public work law, which led to a good deal of difficulty in the fiscal year 1922-23 in securing the proper observance of this statute. Field deputies were directed to see that the law was strictly and impartially obeyed "where no extraordinary emergency exists."

During the mining inactivity of the first six weeks of the fiscal year 1922-23, resulting from the continuance of the miners' strike which began April 1, 1922, the deputy inspectors of the mining division made substantial progress in first-aid and mine-rescue training. The United States Bureau of Mines rescue car No. 5, with the engineer in charge and one or two assistants, carried on first-aid and mine-rescue work in various districts in Ohio. The deputy mine inspectors earnestly endeavored to arouse interest in this work and to organize instruction classes. Over 3,700 inspections of mines were made during the year ended June 30, 1923. Within the same period legal proceedings were instituted in 17 cases of violation of the mining code, the fines aggregating \$360,000.

Pennsylvania.²

SOME of the recent activities of the bureau of inspection of the Pennsylvania Department of Labor and Industry are shown in the following table:

INSPECTIONS, ORDERS, COMPLIANCES, ETC., IN SPECIFIED PERIODS.

Item.	October, 1923.	November, 1923.	January to November, 1923.
Inspections.....	5,790	4,919	72,565
Special inspections.....	2,543	2,299	18,383
Visits.....	1,434	1,341	14,139
Violations.....	461	823	9,124
Prosecutions.....	29	18	299
Orders.....	587	460	6,169
Compliances.....	741	605	5,659

In addition to this work 39,713 inspections were made by the boiler division in the 11 months, January to November, 1923.

² Pennsylvania. Department of Labor and Industry. Labor and Industry, January, 1924, pp. 5, 6.

Norway.³

IN 1922 there were 9,501 establishments with 157,141 workers subject to the factory inspection law as against 8,964 establishments with 146,885 workers in 1921. The number of inspections decreased from 4,957 to 4,706 of which 1,306 inspections were made by the woman factory inspector and her assistants. As several inspections are sometimes made of one establishment this means that less than 50 per cent of the establishments were visited by the State factory inspectors or their assistants during the year. The number of inspections by local inspection authorities increased from 9,845 to 11,319.

The number of accidents in establishments subject to inspection was 2,937 (29 fatal) as against 2,589 (23 fatal) in 1921. The increase in the number of accidents is the result mainly of an increase in those occurring in the mining and paper industries which was due to the greater activity of these industries. Thirty cases of industrial disease were reported to the chief inspector of factories.

The law governing working hours was on the whole satisfactorily observed.

³Norway. [Departementet for Sociale Saker.] Arbeidsrådet og Fabrikktilsynet. Årsberetninger, 1922. Christiania [1923]. 78 pp.

WHAT STATE LABOR BUREAUS ARE DOING.

Maine.

IN 1923 the inspectors of the Maine Department of Labor and Industry made 2,786 inspections in manufacturing and mercantile establishments, according to a letter dated January 29, 1924, from the deputy commissioner of labor of that department.

In 12 of the various cases of violations of the labor law it was necessary to issue warrants—three in connection with the child-labor law, eight in connection with the 54-hour law, and one in connection with the weekly-pay-day law. In all cases convictions were secured in the lower courts.

For a part of the summer of 1923 the Department of Labor and Industry had the services of a technical boiler man, and numerous steam boilers which had been reported as dangerous to persons employed near them were specially inspected. The resulting recommendations were complied with in every case, and in six instances boilers were condemned and these have been or will be replaced. The commissioner intends to have boiler-inspection work taken up to a greater degree in 1924.

A representative of the department helped to bring about an adjustment of a strike in a woolen mill in April, 1923. With the exception of this controversy and a strike of molders at Biddeford which started on October 30, 1922, and is not settled yet, the industrial disputes in the State in the last calendar year have caused very little time loss.

Every three months the Department of Labor and Industry makes a survey of the number of employees and of wages and hours of labor in the more important industries of the State.

A brief report on the reduction of child labor in Maine will be found in the section on "Woman and child labor" in this issue of the MONTHLY LABOR REVIEW.

Massachusetts.

BRIEF reports of the work of the Massachusetts Department of Labor and Industries relative to employment and factory inspection work during December, 1923, are given on pages 134 and 206 of this issue of the MONTHLY LABOR REVIEW.

Minnesota.

ACCOUNTS of the activities of the Minnesota Industrial Commission during 1923 along the lines of employment work and factory inspection are given on pages 135 and 206 of this issue of the MONTHLY LABOR REVIEW.

Missouri.

THE chief inspector of the Missouri State Department of Industrial Inspection wrote to the United States Secretary of Labor under date of January 29, 1924, that through the enforcement of child labor laws by that department since June, 1921, "child labor has decreased in Missouri's three large cities as follows: St. Louis, 23 per cent; St. Joseph, 57 per cent; and Kansas City, 44 per cent. The average for the three cities is something over 41 per cent." For the State, the chief inspector reports, as a conservative estimate, a decline of 45 per cent. There were 60,000 more children attending school in Missouri in each of the three years 1921, 1922, and 1923 than in any of the preceding three years.

As a result of the rigid enforcement of the Missouri 9-hour law for women, violations of this statute are at present unusual.

Notwithstanding the recent increase in industrial activity there has been "a decided and encouraging decrease" in industrial accidents in Missouri, according to the State industrial inspector.⁴ This decrease is attributed to the vigilance of the State Department of Industrial Inspection in ordering guards on dangerous machinery and seeing to the prompt and proper installation of such guards.

Among other laws enforced by that department are the bakery law, the eye-protection law, the molders and foundry law, and sanitation and ventilation laws, etc.

Ohio.

INFORMATION as to the factory inspection work of the Ohio Department of Industrial Relations is given on page 207 of this issue of the MONTHLY LABOR REVIEW.

Pennsylvania.

DATA relating to the activities of the Pennsylvania Department of Labor and Industry along the lines of employment, workmen's compensation, industrial rehabilitation, and factory inspection are given on pages 136, 151, 159, and 208 of this number of the MONTHLY LABOR REVIEW.

Wisconsin.

THE results of the work of the Wisconsin employment offices during the period 1920 to 1923 are given in the section on employment and unemployment, page 137 of this issue of the MONTHLY LABOR REVIEW.

⁴ Kansas City [Missouri] Labor News, Dec. 28, 1923.

CURRENT NOTES OF INTEREST TO LABOR.

New American Museum of Safety.¹

THE new American Museum of Safety was opened on January 15, 1924, at 120 East Twenty-eighth Street, New York City. State officials charged with the protection of industrial workers against accidents, captains of industry, and pioneers of the safety movement were in attendance. In four hours nearly 1,000 persons visited the museum, which contains hundreds of safety devices adopted by industrial plants, mines, railroads, and public utilities throughout the United States.

In 1923 the director collected from all the industrial centers of the United States specimens of the safety devices, materials, and equipment which were proving of the greatest value in accident prevention and also exhibits of the educational methods in use in those establishments which showed the greatest accident reductions.

The treasurer of the museum has authorized the use of \$50,000 which had been donated by him "as the nucleus of a building fund for the maintenance of the present museum until such a time as it is possible to erect a new building for the safety museum."

During the war the old museum of safety gave the services of its whole staff to the Government for the purpose of organizing accident prevention work in the navy yards and arsenals. In consequence of this and of postwar conditions the museum was obliged to place its exhibits in storage in January, 1920.

Previous to the closing of the old museum in 1920, the Scientific American had for some time been awarding annually a gold medal for the best safety device exhibited in that institution, and has decided to offer such a medal in 1924. The Louis Livingston Seaman medal will also be awarded for the best industrial sanitation work in the present year.

The museum will be conducted in cooperation with the Department of Labor of New York State, but at the same time will retain its national character as an exhibit through which employers from all over the United States, especially employers in smaller undertakings who can not afford to carry professional safety engineers on their pay rolls, may become acquainted with the best-known devices and educational methods for the protection of the health and lives of their employees.

Organization of Czechoslovak Statistical Service.²

THE statistical service of Czechoslovakia was created by a law enacted on January 28, 1919, only a few months after the establishment of the new Republic. In order that all statistical work

¹ Statement from American Museum of Safety, dated Jan. 16, 1924.

² Czechoslovakia. Office de Statistique. La statistique Tchécoslovaque, son développement et son organisation.

might be centralized and performed according to uniform principles, this law created two bodies directly responsible to the Prime Minister—the Statistical Council which plans the statistical work and the Statistical Office which carries out these plans.

The organization of the Statistical Council has been regulated by the decree of November 28, 1919 (No. 634). The president of the Statistical Office is ex officio chairman of the council. On this council are represented in differing numbers the various departments of the Government, the State governments, educational institutions, benefit associations, trade-unions, agricultural associations, chambers of commerce and industry, the professions, etc., the assistant president and two other high officials of the Statistical Office, five experts appointed by the Prime Minister on the proposal of the president of the Statistical Office, and a maximum of five experts chosen by the Statistical Council. The members of the council are appointed for a period of six years. The council may divide itself into committees for the different branches of its activity, according to the kind of affairs and territories dealt with, or into subcommittees that deal with special problems. The council and its committees may invite to their sessions experts who are not members of the council.

In order to make it possible for the Statistical Office to secure all the data required by it and to secure them in reliable form, the decree of January 28, 1919 (No. 635), makes it compulsory for every inhabitant and corporation of the Republic to furnish to the office all the information and reports requested by it and provides severe penalties for refusing such information or for willfully giving incorrect information. On the other hand, the decree obliges the Statistical Office and its employees to keep strictly secret all data having a private character.

The same decree provides that the Statistical Office shall consist of the president's office and the following seven divisions: (1) Editorial division; (2) population statistics; (3) agricultural and economic statistics; (4) foreign commerce statistics; (5) social statistics; (6) political, administrative, and educational statistics and statistics of court procedure; and (7) miscellaneous statistics (cooperative societies, obligatory guilds, domestic commerce, prices and consumption, corporations, cost of living, etc.).

Of special interest to labor are the activities of the division of social statistics. These cover employment offices, hours of labor, wages, strikes and lockouts, protective measures, collective agreements, the labor market, unemployment, occupational statistics, trade-unions, social insurance, public welfare work, poor relief, etc.

PUBLICATIONS RELATING TO LABOR.

Official—United States.

ARKANSAS.—Bureau of Labor and Statistics. *An annotated digest of the labor laws of the State of Arkansas in force at the close of the legislative session of 1923. [Little Rock?] 1923. 160 pp.*

NEW HAMPSHIRE.—Commissioner of Labor. *The compiled labor laws of the State of New Hampshire. [Concord] 1923. 49 pp.*

NEW YORK.—Commission of Housing and Regional Planning. *Report on the present status of the housing emergency [in New York State]. Albany, 1924. 102 pp. Legislative document (1924) No. 43.*

A summary of this report is given on pages 141 to 143 of this issue of the MONTHLY LABOR REVIEW.

OHIO.—Department of Industrial Relations. *Second annual report, including the annual report of the Industrial Commission, for the fiscal year July 1, 1922, to June 30, 1923. Columbus, 1923. 41 pp.*

Data from this report are published on pages 75 and 207 of this issue of the MONTHLY LABOR REVIEW.

— — — Division of Labor Statistics. *Union scale of wages and hours of labor in Ohio on May 15, 1923. Columbus, 1923. 44 pp. Report No. 5.*

— — — — Statistics of mines and quarries in Ohio, 1922. Columbus, 1923. 59 pp. Report No. 4.

Certain data on wages and production in coal mines, taken from this report, are published on pages 75 and 76 of this issue of the MONTHLY LABOR REVIEW.

WASHINGTON.—Department of Efficiency. *Administrative code. A financial and efficiency comparison for two biennial periods of the operations of the Department of Labor and Industries under coordinated and noncoordinated systems of administration, April 1, 1921, to March 31, 1923. Olympia, 1923. 21 pp. Bulletin No. 1.*

This publication is one of a series of educational primers designed to show how administrative business is being carried on in the State of Washington.

WEST VIRGINIA.—Bureau of Labor. *West Virginia directory of industries, arranged by counties and cities, giving company, nature of business, male employees, female employees, and total employees, also arranged by industries. Charleston, 1924. 113 pp.*

UNITED STATES.—Department of Commerce. Bureau of Foreign and Domestic Commerce. *Mexican west coast and Lower California: A commercial and industrial survey, by P. L. Bell and H. Bentley Mackenzie. Washington, 1923. xiv, 340 pp. Map, illus. Special agents series, No. 220.*

A concise account of the Mexican west coast region and the peninsula of Lower California, economically, socially, and industrially.

— — — — Statistical abstract of the United States, 1922. Washington, 1923. xx, 755 pp.

The sections of this report relating to labor include immigration, vocational education and rehabilitation, industrial accidents, occupations, labor, wages, and prices.

— Department of the Interior. Bureau of Mines. *Annual report for the fiscal year ended June 30, 1923. Washington, 1923. 21 pp.*

The thirteenth annual report of the director of the Bureau of Mines contains a brief account of the work of the bureau for the year covered, including technical

investigations and research, the enforcement of the land-leasing acts, and the safety work in coal mines. During the year the mine safety service rendered assistance at 46 mine accidents and trained 14,941 persons in mine rescue and first-aid methods.

UNITED STATES.—*Department of the Interior. Bureau of Mines. Industrial accidents in the California oil fields, by H. C. Miller. Washington, 1923. 22 pp., mimeographed. Reports of investigations, serial No. 2557.*

For a summary of this report see pages 148 to 150 of this issue of the MONTHLY LABOR REVIEW.

— *Department of Labor. Employment Service. A special survey of 44 States, based on information received from Federal-State directors of the United States Employment Service and commissioners of labor, showing present employment conditions of the country and the general, industrial, and agricultural employment prospects for 1924. Washington, 1924. 15 pp.*

— *Women's Bureau. Women in South Carolina industries: A study of hours, wages, and working conditions. Washington, 1923. v, 128 pp. Bulletin No. 32.*

A summary of the findings of this report is given on pages 97 to 99 of this issue of the MONTHLY LABOR REVIEW.

— *Employees' Compensation Commission. Seventh annual report, July 1, 1922, to June 30, 1923. Washington, 1923. iii, 131 pp.*

A summary of this report is given on pages 153 to 155 of this issue of the MONTHLY LABOR REVIEW.

— *Federal Board for Vocational Education. Apprentice education: A survey of part-time education and other forms of extension training in their relation to apprenticeship in the United States. Washington, 1923. xiii, 521 pp. Bulletin No. 87. Trade and industrial series No. 25.*

The study consists of three parts: Part I, a survey of apprentice education in the United States; Part II, a survey of educational opportunities for employed workers in the United States through part-time, evening, and extension classes, provided either by the public or by industry, including a summary by States; and Part III, a description of selected institutions or classes offering part-time or evening instruction to employed workers. The general purpose is not to give a comprehensive study of all forms of apprenticeship in the United States, but rather to indicate the relations and possible relations between apprenticeship and the public educational system. It is to be followed by other bulletins dealing with apprenticeship problems in particular trades.

Official—Foreign Countries.

BELGIUM.—*Ministère de l'Intérieur et de l'Hygiène. Annuaire statistique de la Belgique et du Congo belge, 1920-1921. Tome XLVII. Brussels, 1923. [Various paging.]*

Statistical yearbook of Belgium and the Belgian Congo. It contains statistical reports of mutual insurance and cooperative societies and of industrial accidents, strikes, lockouts, and wages.

CANADA.—*Department of Labor. Wages and hours of labor in Canada, 1921, 1922 and 1923. Ottawa, 1924. 13 pp. Wages and hours of labor report No. 6. Supplement to Labor Gazette, January, 1924.*

Figures from this report are given on pages 76 to 80 of this issue of the MONTHLY LABOR REVIEW.

CZECHOSLOVAKIA.—*Office de Statistique. La statistique Tchecoslovaque, son développement et son organisation. Prague, 1923. 142 pp.*

A report on the development and organization of Czechoslovak statistics published by the Statistical Office of the Czechoslovak Republic on the occasion of

the fifteenth session of the International Institute of Statistics at Brussels. The report, in so far as it deals with the organization of the statistical service, is briefly discussed in an article on pages 212 and 213 of this issue of the MONTHLY LABOR REVIEW.

DENMARK.—[*Indenrigsministeriet.*] *Sygekasseinspektoralet. Beretning for aaret 1922.* Copenhagen, 1923. 51 pp.

Report on operations of the approved sick funds in Denmark for the year 1922 and also of other sickness benefit societies and funeral funds. At the end of 1922 there were 1,640 approved sick funds as against 1,638 at the end of 1921. Membership of sick funds forms 60.4 per cent of the total population over 15 years of age. On December 31, 1922, there were 1,351,357 members entitled to benefits. The report contains a résumé in French.

FINLAND.—[*Lantbruksministeriet.*] *Forststyrelsen. Berättelse över forstförvaltningens verksamhet 1917-1920.* Helsingfors, 1923. 228 pp. *Finlands officiella statistik XVII. Forststatistik 21.*

Among other matters reported on by the forestry administration are the number of workers, working days, wages, and accidents in the State forestry service. The report contains a résumé in French.

GREAT BRITAIN.—*Department of Overseas Trade. Report on the economic and industrial conditions in the Serb-Croat-Slovene Kingdom (Yugoslavia), dated April, 1923, by E. Murray Harvey.* London, 1923. 42 pp.

— *Report on the industrial and economic situation in Czechoslovakia, dated March, 1923, by Sydney P. Elliott.* London, 1923. 48 pp.

These two reports by the commercial secretaries of the British legations at Belgrade and Prague, respectively, give brief summaries of the economic and industrial situation in Yugoslavia and Czechoslovakia during 1922 and at the beginning of 1923, and detailed data on the finances, industry and production, trade, legislation, transport and communications, and social and labor problems.

— *Industrial Fatigue Research Board. A comparison of different shift systems in the glass trade, by E. Farmer.* London, 1924. iv, 24 pp. Report No. 24.

A summary of this report is given on pages 101 and 102, of this issue of the MONTHLY LABOR REVIEW.

— *Mines Department. Safety in Mines Research Board. The application of stone dust in coal mines.* London, 1923. 58 pp. Paper No. 2.

In order to lessen the danger of coal-dust explosions, the mining regulations of Great Britain provide that in every coal mine and coal seam, except those in which only anthracite is worked, "the floor, roof, and sides of every road or part of a road which is accessible must be treated with incombustible dust in such a manner and at such intervals as will insure that the dust on the floor, roof, and sides throughout shall always consist of a mixture containing not more than 50 per cent of combustible matter." As an alternative, they may be treated with water or, in special circumstances, other methods may be used.

The present report gives the results of various studies as to what kinds of dust are best for this purpose, how they can best be applied, methods of sampling the dusts found in coal mines, dusts applied in accordance with the regulations, and methods of preparing incombustible dusts. As to ways of applying the incombustible dusts, the conclusion is reached that no one method can be recommended as always best, but so far application by hand has been found more generally efficacious than application by air currents or by mechanical devices. The report contains a warning concerning two kinds of dust which should be avoided: "(a) Dust from stones such as ganister or sandstone, which contain a large proportion of free crystalline silica, and are liable to break up into fine sharp-edged particles—such dust may cause serious risk of phthisis, and (b)

dusts of a gritty nature, such as powdered slag, clinker, or flue dust, which, though possibly not injurious to the lungs when mixed with coal dust, may produce considerable irritation to the eyes and throat and predispose to bronchial ailments."

GREAT BRITAIN.—*Ministry of Pensions. Sixth annual report, from April 1, 1922, to March 31, 1923. London, 1923. iv, 35 pp.*

—*Registry of Friendly Societies. Statistical summary showing the operations of registered trade-unions for the years 1912-1922. London, 1924. 3 pp.*

Gives for each year the number of unions and their membership, income, and expenditures. From the close of 1912 the membership rose steadily till it reached a peak in 1920 and in each of the two following years showed a decline. At the close of 1922 the membership was 4,559,167 as compared with 2,561,885 at the close of 1912.

For 1921 and 1922 data are given by industrial groups. Practically every group shows a smaller membership in 1922 than in 1921. This is particularly marked among the transport workers, where the union membership decreased from 868,501 at the close of 1921 to 562,947 at the end of 1922.

—*Treasury. Committee on Pay, etc., of State Servants. Report. London, 1923. 39 pp.*

This committee was appointed to consider and report on "the present standard of remuneration and other conditions of employment of the various classes of State servants employed in the civil service and the three fighting services and to make recommendations thereon." The report takes up the various factors which are often considered in fixing wages and salaries, and concludes that no one of them affords a sufficient basis for determining a wage scale. "In our view there is only one principle in which all the factors of responsibility, cost of living, marriage, children, social position, etc., are included—the employer should pay what is necessary to recruit and to retain an efficient staff." The committee applies this principle to the different services and groups concerning whose wages complaint has been made, and recommends increases, reductions, or the maintenance of the status quo according to whether or not the given service has found difficulty in keeping up its force of workers.

Figures are presented showing that the number employed in the civil service, not including the industrial workers, which stood at 248,749 in 1914, was 304,427 in 1923. The total pay roll for these workers was £22,675,200 (\$110,348,861, par) in 1914 and £58,441,800 (\$284,407,021, par) in 1923.

INDIA.—*Commercial Intelligence Department. Statistical abstract for British India with statistics, where available, relating to certain Indian States, from 1911-12 to 1920-21. Calcutta, 1923. xi, 705 pp. No. 1801.*

INTERNATIONAL LABOR OFFICE.—*Employment of disabled men. Meeting of experts for the study of methods of finding employment for disabled men (Geneva, July 31, August 1 and 2, 1923). Geneva, 1923. 282 pp.*

The meeting of representatives of the principal national federations of disabled ex-service men in Great Britain, France, Italy, Poland, Germany, and Austria was held in Geneva July 31 to August 2, 1923. This report, which was submitted to the committee at this meeting by the International Labor Office, deals with the general problem of finding employment for disabled ex-service men, of whom there are estimated to be about 10,000,000. The second part of the report deals with the voluntary collaboration of employers, and the third with compulsory employment through legal enactments. The minutes of the proceedings of the committee are included and the appendixes contain acts, decrees, and proposed laws in the countries represented, and resolutions and proposals passed by the conference.

INTERNATIONAL LABOR OFFICE.—*Hours of labor in industry. Italy. Geneva, November, 1923. 34 pp. Studies and reports, series D (wages and hours), No. 8.*

— *Switzerland. Geneva, November, 1923. 26 pp. Studies and reports, series D (wages and hours), No. 9.*

These two reports deal with the existing legislation on hours of labor in Italy and Switzerland, the administration of these laws, and the voluntary regulation of the hours of labor through collective agreements. An article on "Recent Italian legislation on hours of labor," taken in part from the report relating to Italy, will be found on pages 87 to 93 of this issue of the MONTHLY LABOR REVIEW.

— *International Labor Conference, fifth session, Geneva, October 22-29, 1923. Geneva, 1923. liv., 494 pp.*

An account of the proceedings of this conference was published in the February, 1924, MONTHLY LABOR REVIEW (pages 202-207).

— *International Labor Conference, fifth session, Geneva, October, 1923. Report on general principles for the organization of factory inspection. 214 pp. Supplementary report, 42 pp. Second supplementary report, 33 pp. Geneva, 1923.*

These reports were compiled by the International Labor Office, from questionnaires sent to the different Governments, for use at the fifth session of the International Labor Conference.

NETHERLANDS.—[*Ministerie van Binnenlandsche Zaken en Landbouw.*] *Centraal Bureau voor de Statistiek. Overzicht van den omvang der vakbeweging op 1 Januari 1923. The Hague, 1923. 56 pp. Statistiek van Nederland No. 373.*

A statistical report of the Central Statistical Office on the extent of the trade-union movement in the Netherlands to January 1, 1923.

— (AMSTERDAM).—*Gemeente Arbeidsbeurs. Verslag over het jaar 1922. Amsterdam [1923?]. 49 pp. Verslagen van bedrijven, diensten en commissiën der Gemeente Amsterdam, No. 2.*

Annual report of the labor exchange of the city of Amsterdam, covering the year 1922.

— *Gemeentelijk Arbeidsbureau. Verslag over het jaar 1922. Amsterdam [1923?] 48 pp. Verslagen van bedrijven, diensten en commissiën der Gemeente Amsterdam, No. 17.*

Annual report of the labor bureau of the city of Amsterdam for the year 1922. The report contains statistics as to the number of manual workers and salaried employees in the service of the municipality, their wages, hours of labor, organizations, and their insurance against accidents, invalidity, old age, and unemployment.

NORWAY.—*Departementet for Sociale Saker. Arbeidstiden i handels- og kontorvirksomheter i 1918. En socialstatistisk undersøkelse. Christiania, 1923. 84 pp. Norges offisielle statistikk, VII, 104.*

A report by the Department of Social Affairs on hours of work in commercial establishments and offices in Norway in 1918.

— *Arbeidsrådet og Fabrikktilsynet. Årsberetninger, 1922. Christiania [1923]. 78 pp. Illustrated.*

Annual report on factory inspection in Norway for the year 1922. Contains a résumé in French. Data from the report are given on page 209 of this issue of the MONTHLY LABOR REVIEW.

— *Statistiske Centralbyrå. Tariffoverenskomster og arbeidskonflikter i Norge 1922. Christiania, 1923. 69 pp. Norges offisielle statistikk, VII, 105.*

Report by the Central Statistical Bureau on collective agreements and labor disputes in Norway in 1922. At the end of 1922 there were 252 collective agreements affecting 5,398 employers and 125,202 workers. Of these agreements, 131, affecting 4,839 employers and 115,400 workers, had been subject to mediation.

The employers' association characterized 1922 as a very quiet year with few strikes. The workers characterized the year as very difficult because the many wage disputes, while they did not lead to work stoppages, did bring about a very serious situation.

SWEDEN.—[*Socialdepartementet.*] *Riksförsäkringsanstalten. [Berättelse] år 1922. Stockholm, 1923. 30 pp. Sveriges officiella statistik. Försäkringsväsen.*

Report of the State Insurance Institution of Sweden for 1922, covering its activities under the accident insurance laws of 1901 and 1916, with amendments to the laws in 1922; accident insurance for fishermen; compensation for accidents in military service; annuities for illegitimate children; life insurance in connection with home-owning loans; administrative costs; personnel and other matters. There is a résumé in French.

— — — *Riksförsäkringsanstalten. Olycksfall i arbete år 1920. Stockholm, 1923. 52 pp. Sveriges officiella statistik. Socialstatistik.*

According to this report of the State Insurance Institution on industrial accidents in Sweden in 1920, 51,883 accidents were reported as having occurred during the year, of which 2,311 caused permanent disability and 518 caused deaths.

URUGUAY.—[*Ministerio de Hacienda.*] *Dirección General de Estadística. Anuario estadístico, 1920. Libro XXX. Montevideo, 1922. xvi, 550 pp.*

In this volume, the yearbook of Uruguay, comparative vital, migration, financial, agricultural, and commercial statistics are given covering specified years ending with 1920. The report shows that, during 1920, 6,134 industrial accidents occurred in Uruguay, of which 11 were fatal. The section of the report giving statistics of the work of employment offices shows that, during the year under review, applications for work numbered 4,652 and placements 2,259.

Unofficial.

AMERICAN ACADEMY OF POLITICAL AND SOCIAL SCIENCE. *The Annals, Vol. CXI, No. 200. The price of coal, anthracite and bituminous. Philadelphia, January, 1924. v, 387 pp.*

This number of the Annals comprises numerous short papers on various phases of the coal problems—wages, hours, working conditions, labor relations, prices, costs and margins in production and distribution, efficiency and cost reduction, and fuel economy—as well as some suggestions for finding the way out. Many of these papers are based on and present in tabloid form the findings of the United States Coal Commission.

ASSOCIATION DES INDUSTRIELS DE FRANCE CONTRE LES ACCIDENTS DU TRAVAIL. [*Handbook.*] *Paris, 10 Place St.-Michel, 1923. 231 pp.*

This is a handbook of the French Association for the Prevention of Industrial Accidents. It contains lists of members of committees, a list of the various codes published by the association, and a list of the members, who number 3,500 manufacturers, employing about 400,000 workers.

BORREMANS-PONTHIÈRE, P., AND OTHERS. *L'Orientation professionnelle. Brussels, Librairie Falk Fils, 1923. 430 pp.*

A study of vocational guidance of children in Belgium, together with a description of the work done along this line in the United States and several European countries. An extensive bibliography is appended.

BOUCHET, J. *Manuel de la législation sur les accidents agricoles et les sociétés d'assurances mutuelles agricoles. Paris, Marcel Rivière, 1924. [Various paging.]*

The problems connected with the administration of the French law of December 15, 1922, on accident compensation for agricultural workers are discussed by the author from the standpoint of the experience gained in the administration of the workmen's compensation law of April 9, 1898. The second part of the book deals with agricultural insurance societies.

CANADIAN RAILWAY BOARD OF ADJUSTMENT No. 1. *Second report of proceedings, covering period September 1, 1920, to September 30, 1923.* [Ottawa, 1923] 22 pp.

This report contains the terms of the agreement for arbitration under which the board functions, the personnel of the board, its balance sheet for the period, and a tabular summary of the cases submitted to it. The summary includes the date of application, of hearing, and of decision; the parties to the dispute; the question before the board, and a synopsis of its decision in each case.

CANTINEAU, F. L. *La Céruse devant la Conférence Internationale du Travail, III^e session (Geneva, October–November, 1921).* Paris, Librairie Polytechnique, 1922. 126 pp.

The first part of this volume summarizes the debates upon the use of white lead at the third International Labor Conference, and the second part analyzes the discussions from the medical, technical, and economic standpoints. The resolution relative to the use of white lead in painting adopted by the conference is appended.

CARNEGIE ENDOWMENT FOR INTERNATIONAL PEACE. *Division of Economics and History. Food production in war, by Thomas H. Middleton.* Oxford, Clarendon Press, 1923. [Various paging.]

The war experience of England proved that the amount of food raised within its own borders could be much increased and the country's reliance upon imports correspondingly diminished, but this position can not be maintained under a policy of laissez faire. The purpose of this volume is not only to give a historical sketch of the measures taken, but to discuss their effectiveness and to consider their bearing upon the problems of peace-time production. The war has left the country poor, and has increased the need for greater production, but "concerted measures are necessary in peace, as they were in war, if the output of the land is to be increased."

A discussion of the war measures leads the author to some interesting conclusions as to what concerted methods are desirable at present. One matter of importance is an increase in the acreage under cultivation at the expense of the grass land. The development of the allotment system, the influence of agricultural education and research, credit arrangements for carrying the farmer over bad seasons, wider distribution of the population instead of its concentration in cities, and tax relief for land under cultivation are among the measures considered. But there can be little improvement, the author thinks, without a unified policy.

CARNEGIE ENDOWMENT FOR INTERNATIONAL PEACE. *Division of Economics and History. Labor in the coal mining industry, by G. D. H. Cole.* Oxford, Clarendon Press, 1923. [Various paging.]

Beginning with a study of the organization of British miners before the war, the writer traces the various steps by which the industry was brought under State control, and the causes which led to each; discusses the relative gains and losses which control brought to the miners; follows the post-war developments through decontrol and the strike of 1921; gives the agreement by which that strike was terminated; and discusses the situation of the miners at the beginning of 1922.

CHILDE, V. G. *How labor governs. A study of workers' representation in Australia.* London, Labor Publishing Co. (Ltd.), 1923. xxvii, 216 pp.

Gives an account of the political and industrial aspects of the labor movement in Australia from the beginning of the century to 1921. Deals especially with the development of labor as a political factor, the relation of the different labor bodies and organizations and their interaction, and the effects of the possession of political power upon the labor leaders.

COMMONS, JOHN R. *Legal foundations of capitalism.* New York, Macmillan Co., 1924. x, 394 pp.

A theoretical study of the legal foundations of capitalism, tracing the development of economic institutions by means of a study of the decisions of the courts but with consideration also of the ideas of leading economists from the physiocrats to modern times.

CORNELL UNIVERSITY. *Agricultural Experiment Station. The standard of life in a typical section of diversified farming*, by E. L. Kirkpatrick. Ithaca, N. Y., 1923. 133 pp. *Bulletin* 423.

The "standard of life" as used in this report includes consideration of the ordinary human values making for both physical and spiritual well-being, the latter involving the provisions for education of children and the development of a capacity to enjoy social relationships and to appreciate civic responsibilities. A study was made of 402 farm owners and tenants in a section of central New York to determine the extent to which these human satisfactions are secured by dwellers in these farm homes. The data cover the size of the business, in terms of acres, capital, and work units; the amount of mortgage or personal debt; a comparison of living conditions in owners' and tenants' homes; a study of the cost of living; and a study of social values as shown by expenditures for necessities, comforts, and luxuries, by home surroundings, education of children, and participation in community activities.

COURTIN, RENÉ. *L'Organisation permanente du travail et son action.* Paris, Librairie Dalloz, 1923. xii, 359 pp.

A general history of the international regulation of labor and of the International Labor Office, together with a résumé of the work accomplished by that office. The appendixes contain among other material a table of ratifications of the conventions adopted by the International Labor Conference, and a bibliography.

FLEMING, A. P. M., AND BROCKLEHURST, H. J. *An introduction to the principles of industrial administration.* London, Sir Isaac Pitman & Sons (Ltd.), 1922. vii, 140 pp.

A rather general study of the principles of industrial administration is contained in this book which is designed for the use of students of economic problems, supervisory members of industry, and working men and women. The function and character of industry, factory organization, labor and management problems, and the trend of industry are briefly discussed.

INSTITUTE FOR GOVERNMENT RESEARCH. *The United States Employment Service: Its history, activities, and organization*, by Darrell H. Smith. Baltimore, Johns Hopkins Press, 1923. xii, 130 pp. *Service monographs of the United States Government*, No. 28.

This monograph gives a history of the Employment Service from the time of its organization in 1907 as a division in the Bureau of Immigration and Naturalization to the present time, taking up the work as it developed prior to the war, during the war emergency, and afterward. There is also a general account of the activities and the organization of the service. The appendixes contain an outline of organization, classification of activities, discussion of publications, list of laws, statement of appropriations and expenditures, and a bibliography.

JACQUEMONT, ALBIN. *Le problème des assurances sociales en agriculture.* Paris, "Editions Spes," 1923. 244 pp.

This study of social insurance in agriculture was prompted by the bill on social insurance, introduced in the Chamber of Deputies March 22, 1921, by the French Government, which is still under consideration by the French Parliament. It is a comprehensive survey of the social conditions of French agricultural workers; the problem of compulsory or voluntary insurance and methods of payment, fees, etc.; the object of the insurance, that is, the element of risk in

agricultural occupations and the advantages to be secured by insurance; agricultural insurance organizations; and the economic results to be expected from the law if it is enacted.

KELMAN, JANET H. *Labor in India: A study of the conditions of Indian women in modern industry.* New York, George H. Doran Co., 1923. 281 pp.

This study of life among the working people of India treats more especially of working conditions as they affect women. There is a general discussion, however, of conditions and customs peculiar to the country which are important factors in the general industrial development and which affect attempts to introduce better living and working conditions for both men and women.

LAMBERT, EDOUARD, AND BROWN, HALFRED C. *La lutte judiciaire du capital et du travail organisés aux Etats-Unis.* Paris, Marcel Giard, 1924. xiii, 469 pp. *Bibliothèque de l'Institut de Droit Comparé de Lyon, études et documents, tome 6.*

A study of American labor legislation and judicial decisions from 1908 to the present time. Various cases relating to use of the boycott, picketing, and the sympathetic strike are cited and discussed.

LESCURE, JEAN. *Des crises générales et périodiques de surproduction.* Paris, Léon Tenin, 1923. xi, 488 pp. *Troisième édition.*

This is a third edition, brought down to date, of the author's study of business cycles in the different industrial countries.

MARTIN-SAINT-LÉON, ÉTIENNE. *Les deux C. G. T.: Syndicalisme et communisme.* Paris, Plon-Nourrit et Cie, 1923. 134 pp.

The subjects covered in this history of the trade-union movement in France include a discussion of the attitude of the Confédération Générale du Travail during the war; the schism which followed the armistice, resulting in the formation of the C. G. T. Unitaire, the communist organization; and the principles and organization of both the C. G. T. and the C. G. T. U. A bibliography is appended.

PHILADELPHIA CHAMBER OF COMMERCE. *Americanization committee. Americanization in Philadelphia: A city-wide plan of coordinated agencies. A manual for Americanization workers.* Philadelphia, 1923. 96 pp.

The Americanization committee of the Philadelphia Chamber of Commerce believes that the plan presented in the above publication, together with the committee's offer of leadership, is a definite contribution towards solving the important problem of Americanization, which has increased in perplexity with the industrial development which has converted Philadelphia into "the workshop of the world."

ROCKEFELLER, JOHN D., jr. *The personal relation in industry.* New York, Boni & Liveright (Inc.), 1923. 149 pp.

This volume contains a collection of six addresses delivered within recent years on the relation between capital and labor. The addresses include the subjects of cooperation, the partnership of labor and capital, personal relations in industry, and employees' representation.

SLOSAREK, FRANZ. *Die Heimarbeit in der Spitzenindustrie des deutsch-böhmischen Erzgebirges.* Jena, Gustav Fischer, 1922. 76 pp. *Heimarbeit und Verlag in der Neuzeit, Heft 3.*

One of a series of monographs on home work in modern times. The present volume deals with home work in the lace industry in the German-Bohemian Ore Mountains (*Erzgebirge*), one of the oldest home industries in Europe, said to have been established in 1560. After giving a brief history of the home lace industry, the author gives data on its extent and describes its technique and organization. The greater part of the volume is devoted to the economic and social conditions of the lace makers (hours of labor, wages, earnings, advantages and drawbacks of home work, and housing conditions) and to measures (State aid and self help) for the improvement of these conditions.

STIMSON, FREDERIC JESUP. *The American constitution as it protects private rights.* New York, Charles Scribner's Sons, 1923. xv, 239 pp.

The purpose of this book is to present a study of the National Constitution from what may be called the human side and in such a way that it can be readily understood by ordinary citizens who are unversed in legal phraseology. The author discusses the purposes of the framers of the Constitution, the way in which it protects the rights of the people, and "the portentous growth of the process of amendment." Specific questions covered include a discussion of the principles involved in the injunction, and the regulation of women's wages, hours of labor, and child labor.

TEAD, ORDWAY. *A course in personnel administration: Syllabus and questions.* New York, Columbia University Press, 1923. x, 246 pp.

The increasing development of organizations in modern society has made it necessary to develop a system of administration and management, and this volume, which was originally prepared as a textbook, is believed by the author to be of general value to those interested in the problems connected with personnel management. The appendixes contain documentary material relating to plans of various companies for securing better personnel relations.

TESSIER, GASTON. *La journée de huit heures.* Paris, "Editions Spes" [1923]. iii, 91 pp.

This is a study of the application of the 8-hour day in France and other countries, and the economic and social results of the law in France. The appendixes contain the text of the law and the list of decrees putting it into effect in the different industries.

VABRE, ALBERT. *Le droit international du travail.* Paris, Marcel Giard, 1923. xv, 310 pp. *Bibliothèque de l'Institut de Droit Comparé de Lyon, études et documents, tome 5.*

The first part of this volume contains a history of international labor legislation from its beginnings down to 1914; the second part deals with labor conditions during the war which resulted in the labor section of the Peace Treaty; while the third part deals with the organization of the International Labor Office and the international labor conferences. A bibliography is appended.

WIRTSCHAFTLICHES ARBEITNEHMER JAHRBUCH. *Band III.* Stuttgart, Volksverlag für Wirtschaft und Verkehr, 1923. 280 pp.

The third volume of a yearbook for German wage earners. In addition to much other information, it contains a list of all German trade-unions, a special article on employers' organizations, trusts, and cartels, digests of the laws on social insurance, protection of labor, and unemployment relief, a description of the German system of public employment exchanges, digests of the rent and tax laws, and articles on people's colleges and popular education of adults. In addition, it contains popularly written articles on currency, index numbers, and the right to work, and statistics on exchange rates, retail prices, cost of living, agricultural and industrial production, exports and imports, meat consumption, unemployment, emigration, and freight and passenger rates of railroads.

ZEUTHEN, F. *Danmarks Sociale Lovgivning i Hovedtræk.* Copenhagen, Gyldendalske Boghandel, 1923. 76 pp.

This volume gives a general survey of the principal social legislation of Denmark and reviews briefly the history, theory, and operation of the laws. The laws discussed include those relating to poor relief, relief funds, old-age pensions, sick funds, accident insurance, invalidity insurance, employment agencies and unemployment insurance, factory inspection, apprenticeship, etc.

